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ABSTRACT

This report highlights efforts by Time Warner personnel to strengthen community connections through various programs and services aimed at supporting: education, the arts, volunteerism, diversity, and business-community action. The report is divided into sections focusing on each of these areas. The first section, Education, describes programs aimed at improving reading, writing and technology skills, as well as programs to empower teachers. Cable television in the classroom, student news bureaus, and scholarships and internships are also discussed, and a list of schools that Time Warner supports is included. Time Warner's efforts in the performing arts are then detailed; several partnership projects are noted. The report then focuses on volunteerism, highlighting employee teamwork, volunteer project grants for employees, and the Andrew Heiskell Community Service Award for Time Warner employees. A section focusing on diversity provides a table of percentages of women and minorities employed at the company for years 1996-1998, and discusses efforts at closing opportunity and cultural gaps, encouraging minority business development, and celebrating accomplishments of African Americans. A final section highlights Time Warner's efforts in community services. (AEF)

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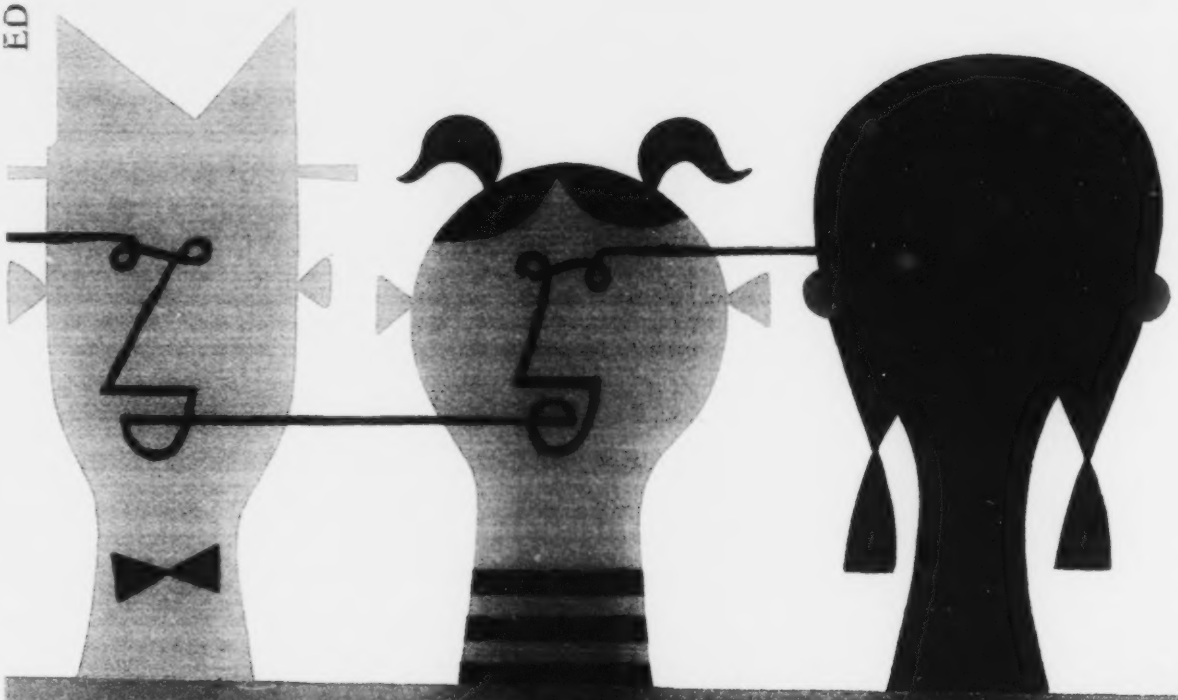

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Community Connections

Time Warner Community Responsibility Report

IR057426

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The Letter

More than a litany of good works, this report is key to understanding Time Warner. At the center of our company are the people—in every area, at every level—whose commitment and creativity drive our success. Along with their desire to be part of the world's most dynamic and influential media company, these women and men are drawn by the values that are at the heart of who we are and what we do.

We're now in the process of putting a strong focus on clarifying and disseminating our values. Yet anyone who seeks some measure of the role these values already play has only to look through these pages. Here, in the myriad acts of volunteerism and community action, are the flesh-and-blood embodiments of our beliefs.

The challenge at Time Warner has never been to inspire people to get involved. The truly difficult task is to offer sufficient outlets for their enthusiasm and compassion. In our last report, for example, we noted our pledge to America's Promise that

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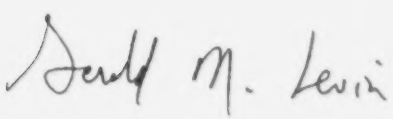
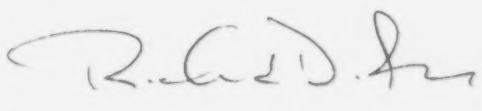
"The challenge at Time Warner has never been to inspire people to get involved. The truly difficult task is to offer sufficient outlets for their enthusiasm and compassion."

Time To Read—already the country's largest corporate-sponsored volunteer literacy program—would provide 1 million hours of tutoring by the end of 1998. As ambitious as it seemed, we reached that goal three months ahead of time.

As proud as we are of all that's in this report, we're under no illusions. The needs are greater than ever. So too is Time Warner's determination to put our values to work by finding new and better ways to strengthen our connections to one another and to the communities of which we are part.



Gerald M. Levin
Chairman and CEO
Time Warner Inc.



Richard D. Parsons
President
Time Warner Inc.

Education

As the world's leading media company, Time Warner is acutely aware of the necessity for a literate and educated public. That's why 50% of our total annual corporate giving is directed toward literacy and learning. It's also why, for three generations, Time Warner has been a leader in supporting education. Through targeted company programs in every division of the corporation—from the TIME Education Program, to Time To Read, to Cable in the Classroom—this effort is integral to who we are. As we witness the convergence of culture, technology, media and academia, we believe the need for innovative approaches to education will only increase in the 21st century. We are committed to discovering and developing them.

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> Tutors Melissa Taylor and Jhanda Collins with Charlotte, N.C., Time To Read students

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"The opening of young minds will remain the most crucial activity any society can undertake. It will continue to be among the only investments we can make with the categorical certainty that it will make a difference." **Gerald M. Levin**
Chairman and CEO

THE BASICS: READING, WRITING AND TECHNOLOGY

Time Warner supports a vital network of community organizations dedicated to improving reading and writing skills. At the center of that effort is **Time To Read,** the company's most acclaimed and long-standing volunteer program. Time To Read is the company's largest volunteer program, involving employees from every division, from CNN Center in Atlanta to Warner Bros. Studios' backlots in Burbank, Calif., from Tampa's magazine fulfillment center and COOKING LIGHT's offices in Birmingham, Ala., to HBO, Time Inc. and Warner Music Group headquarters in New York City, and through Time Warner Cable divisions in cities and towns across the country.

Time To Read is not only Time Warner's largest volunteer program, it is also the nation's largest corporate-sponsored volunteer literacy initiative, graduating more than 150,000 learners since its inception in 1985. Today more than 25,250 tutors and learners participate in the program at 352 locations across the country.

time to read

> Time To Read

For children and adolescents, **Time To Read** provides trained mentors to help them develop the reading skills that lead to improvements in critical thinking and school success. Time To Read prepares adult learners for work and/or for their high school equivalency diploma (GED).

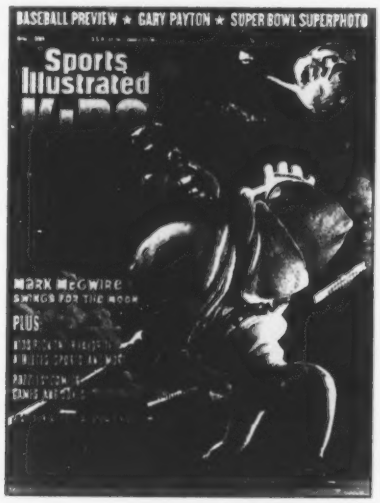
Where can kids be safe, improve their reading skills and hone their slam-dunk? The answer for more than 7,000 New York City children is at the **Virtual Y,** the largest public/private after-school program in New York City, with 100 school-based sites. The Virtual Y was developed by the YMCA of Greater New York with the New York City Board of Education, the United Way of New York City and corporate sponsors. Time Warner has partnered with the Upper Manhattan Empowerment Zone (UMEZ) to fund nine Virtual Y sites in Harlem, and Time Warner Cable of New York City donates Time To Read—including TIME FOR KIDS and SPORTS ILLUSTRATED FOR KIDS as reading texts along with a young-readers curriculum—to each Time Warner–sponsored Virtual Y.

Time Warner's pledge for **America's Promise: The Alliance for Youth,** the organization led by General Colin Powell dedicated to mobilizing national resources to benefit children, was to provide 1 million hours of volunteer tutoring and mentoring annually through Time To Read. We achieved that goal in September 1998 and continue to build on it.

SPORTS ILLUSTRATED FOR KIDS promotes literacy through an ambitious 10-year-old program called the **SIFK Reading Team.** Copies of the magazine, aimed at readers ages 8 and up, are donated to more than 6,000 teachers in classrooms at elementary schools in low-income neighborhoods nationwide. More than 150,000 issues are donated to **Boys & Girls Clubs of America** in the summer months. Teachers receive a SIFK Teacher's Guide. > www.sikids.com

"By expanding the SPORTS ILLUSTRATED FOR KIDS Reading Team program to our clubs, you are improving the reading skills of hundreds of thousands of young people nationwide."

Judith J. Carter
Senior VP for Program Services
Boys & Girls Clubs of America



Mentoring is key to the success of weekly **Read-With-Me** sessions at Harlem's **Family Academy,** where HBO employees read with second-grade students as part of their Employee Initiatives program. Read-With-Me, now in its sixth year, helps students develop reading comprehension, grammar and vocabulary skills. Another HBO program offers high school students from **Frederick Douglass Academy** one-to-one mentoring as well as organized tours, field trips, special luncheons, screenings of HBO original movies and career seminars. In addition, HBO is building computer labs and a television station at Frederick Douglass Academy and offers paid internships to college-bound academy seniors.

HOW-TO TIPS:

Time Warner Communications of the Mid-South joined with Tennessee Governor Don Sundquist to celebrate "It's Time To Read" week. Here are their tips for staging a "read-in" to help build reading, writing and critical-thinking skills.

Tips for Teachers and Parents

- Agree that one night of the week will be a "no-homework night" so that parents and kids can spend time reading together.
- Have students write or e-mail letters to their favorite authors.
- Listen to children read, and read aloud to them.
- Let children see you reading.
- Keep books and reading materials in key locations, such as the car and kitchen.

Tips for Volunteers

- Get students from upper grades to read to younger students.
- Arrange for students to tape stories for the blind.
- Invite students to read to the elderly at nursing homes or community centers.

Technology

Urban public schools need technology as a tool for student learning as well as for developing networks among teachers, schools and communities. New York Networks for School Renewal (NYNSR) is a five-year collaborative project that is part of the Annenberg Foundation's Challenge to revitalize public education. A portion of Time Warner's $5 million pledge to the Annenberg program enabled 25 NYNSR schools to build **Time Warner Media Centers.** The public schools serve students from kindergarten through high school throughout New York City. Time Warner's support enables them to expand their technological capacity to integrate computers and other technology into classroom instruction and

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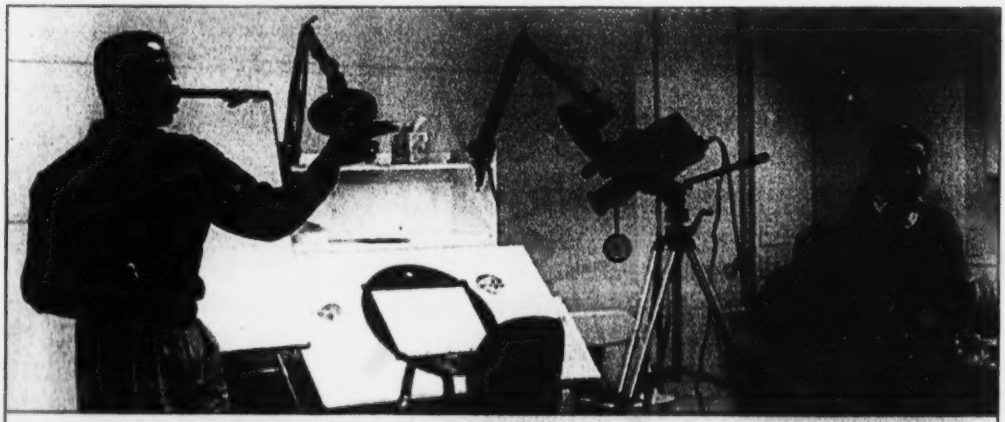
curriculum development. They also receive support for staff development, wiring facilities, hardware and software.

In September 1998, Time Warner and **Cisco Systems** established computer-training programs at 10 New York City public high schools. Each year 400 students will learn to design, build and maintain computer networks in order to gain the certification needed to fill an estimated 350,000 high-tech jobs currently available in the U.S. Each school receives a computer lab equipped with networked computers and customized software, and participating teachers receive ongoing state-of-the-art training at a custom-designed computer training center at Time Warner headquarters. > www.cisco.com/edu



> Students at Phillips High School in Birmingham, Ala., learn the art of animation from Warner Bros. instructors located 2,000 miles away

Acme Virtual Training Network (VTN) is a distance-learning program that links animators from Warner Bros. Feature Animation with educational institutions via a video-teleconferencing network. The program is designed to help train animation students who live far from entertainment and art centers. VTN instructors conduct one two-hour class each week, currently reaching nearly 400 students at six schools across the country from Birmingham, Ala., to Southern California. Since the program launched in 1996, more than 1,000 students have participated.

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Time Warner Cable of Charlotte, N.C., produced a **Satellite Town Meeting** for the U.S. Department of Education about how to design the high-tech schools of the future. The program featured live dialogue between panelists, audience members and callers from across the nation highlighting community partnerships that support school improvement.

EMPOWERING TEACHERS

Quality teachers are key to the educational achievement of children. So in addition to Time Warner Media Centers, Time Warner's pledge for the Annenberg Program for School Renewal supports a collaborative effort between the United Federation of Teachers and the New York City Board of Education called **New Educators Support Team** (NEST). NEST is an exciting project designed to address the needs of new teachers in New York City by providing intense multilayered professional development activities.

CNN Newsroom is a free instructional program for teachers that brings the world into their classrooms. Airing weekdays without commercials on CNN from 4:30 a.m. to 5:00 a.m. E.T., the program presents news coverage that is tailored to the interests and cognitive levels of high school students. *CNN Newsroom* also provides teachers with free daily curriculum guides they can download from the Internet. Sixty-three thousand teachers at 34,000 schools across the country are enrolled in *CNN Newsroom,* bringing this daily news and information program into the lives of more than 6.5 million students. > ww.turnerlearning.com/newsroom

Innovative partnerships with cable networks have created **KNOW-TV,** an award-winning media-literacy workshop for teachers.

Turner Classic Movies airs classic films in a programming block for educators to record, keep and use in the classroom. Called **TCM by the Book,** the films fit into the TCM curriculum aimed at encouraging students to go from "novel to film." Designed primarily for English and literature teachers, the materials also provide interdisciplinary connections to history, social studies and science.

> ***Gaslight*** **TCM by the Book**

Through the **Book-of-the-Month Club Community Library Fund,** BOMC has awarded $150,000 in grants worth $50,000 each to three urban libraries, including the Free Library of Philadelphia, the Kansas City Public Library and the Fresno County Free Library.

CABLE TELEVISION: CLASSROOM CONNECTIONS

Time Warner Cable's far-reaching commitment to education began in 1989 when it helped found **Cable in the Classroom,** an industry initiative to provide free cable connections, equipment, teacher workshops and commercial-free programming to all public and private K–12 schools in the nation. Time Warner Cable now provides these services to 90% of the schools in the areas it serves, reaching well over 7 million students. > www.ciconline.com

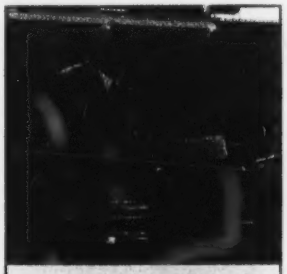
ROAD RUNNER
HIGH SPEED ONLINE™

With the introduction of **Road Runner,** the company's high-speed online service, that commitment has been expanded to include a free cable modem and the Road Runner service to all schools connected to Time Warner Cable. This commitment to providing free high-speed online service to schools and public libraries offers teachers exciting new resources and opens new worlds of discovery for students of all ages.

Responding to a UNESCO study ranking Brazil's educational system among the world's worst, Turner Broadcasting System has teamed with leading Brazilian foundations and businesses to create **Futura, the Knowledge Channel.** The 24-hour nonprofit cable network focuses on K–12 curricula and work skills for classrooms and adult venues, and is raising awareness about such problems as school dropouts and illiteracy. Futura gets an assist from **Turner Learning** and access to programming that includes **CNN Newsroom** and Time Warner films and cartoons for additional educational content.

STAR POWER

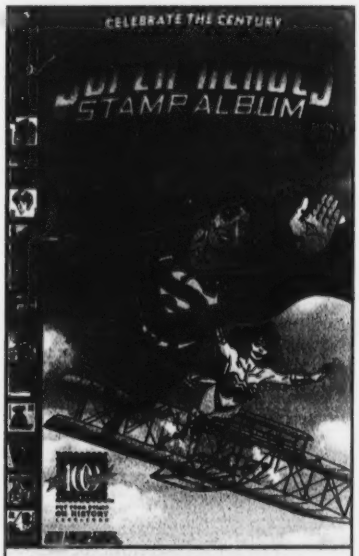
Tennessee Oilers running back Eddie George helped Time Warner Cable's Columbus, Ohio, division raise $27,650 for adult literacy programs—a company record—that will greatly enhance Time Warner's literacy initiative and its mission to teach area adults how to read.



> Eddie George
Heisman Trophy winner

> Jamie Lee Curtis
Celebrity Storyteller

PEOPLE magazine uses its celebrity connections to reach parents with fun and meaningful ways to promote reading at home through its **Celebrity Storyteller** special advertising section. Published three times a year, Celebrity Storyteller features exclusive excerpts from children's stories written by celebrity authors, including Jamie Lee Curtis, Carly Simon, Jane Seymour and James Keach. The section also provides creative-writing tips, book lists and advice for parents from **Reading Is Fundamental** (RIF), the national children's literacy organization, and its celebrity spokespeople, including hoopsters Shaqille O'Neal and Reggie Miller. Each section runs nationally, reaching PEOPLE's audience of 36 million readers, while helping RIF raise funds and awareness to bring books and motivation to young readers.



> DC Comics teaches children American history

In cooperation with the U.S. Postal Service, a **Super Heroes Stamp Album** featuring superheroes in 10 different decades was created to teach 20th-century American history to children. As kids place the right stamp in the appropriate decade, they discover a new way to learn about the events and inventions of each time period.

"There are many talented young aspiring journalists. As a news organization, we believe it is time for their voices to be heard."

Tom Johnson
Chairman, President and CEO
CNN News Group

STUDENT NEWS BUREAUS

CNN Student Bureau (CNNSB) is the official student newsgathering and reporting program for CNN, offering students an opportunity to be published on the CNNSB website, on *CNN Newsroom* and on the broader CNN News Group.

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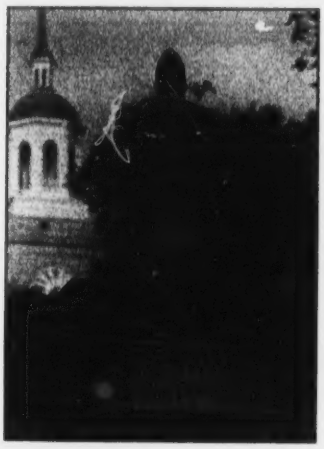
> A CNN Student Bureau reporter interviews U.S. Secretary of Housing and Urban Development Andrew Cuomo

Building on Turner Broadcasting's ongoing educational commitments, CNNSB gives students a forum to report the news from their perspective. Enrolled schools receive print and multimedia materials, including CNN student-reporter and production-style guidelines, curriculum guides, procedures for submitting stories and access to CNN Newsource materials. The goal of CNNSB is to create the standard by which future reporters and production-staff members will create and report the news.
> www.turnerlearning.com/sb

SCHOLARSHIPS AND INTERNSHIPS



Established in 1999, the **Time Warner Endowed Chair in Media at Howard University's School of Communications** marks Time Warner's continued commitment to a 25-year relationship with this historically black university. The $2 million gift, the school's largest from any corporation, will also fund the Curriculum Redesign Project to introduce a business focus at the School of Communications. In 1978 Time Warner initiated and funded the Howard University Book Institute to train publishing professionals; in 1990 we partnered with the Howard School of Communications to create the Time Warner Newsroom. Hollywood actor, producer and director Bill Duke will be the first Time Warner professor to occupy the chair, which will integrate training in traditional and entertainment media.

"This gift will propel us to new heights. It is no coincidence that the world's leading media company is taking such an active role in preparing the next generation of leaders at Howard University."

Jannette Dates
Dean, School of Communications
Howard University

Pledging $1.25 million to honor the memory and support the legacy of Ronald H. Brown, the former U.S. Secretary of Commerce, Time Warner created the **Ronald H. Brown/Time Warner Endowment Fund.** The endowment's funds were granted to Howard University, Middlebury College and the Ronald H. Brown Foundation to support initiatives that reflect Secretary Brown's commitment to global awareness.

Time Warner's Fudan University internship program annually brings students from China's Fudan University to various company divisions for three-month intensive internships, in order to encourage the deepening dialogue between China and the U.S. The first three students were assigned to Warner Bros. in Burbank, CNN in Atlanta and Time Inc. in New York City, to learn the business and to develop leadership skills to take back when they complete their education as well as to gain understanding into American history, culture and society.

SCHOLARSHIPS AND INTERNSHIPS

Time Warner provided scholarships to deserving high school and college students through the following programs and institutions in 1998:

American Indian College Fund, *Denver, CO*
Aspen Music Festival & School, *Aspen, CO*
Aspira of New York Leadership & Community Service Scholarship, *New York, NY*
Bard College, *Annandale-on-Hudson, NY*
California State University—Time Warner Cable, *Bakersfield, CA*
Civic Award·Scholarships—Time Warner Cable, Greater Boston, *Malden, MA*
ENTERTAINMENT WEEKLY Scholarship Program, *New York, NY*
Inroads, *Nashville, TN*
Knowledge TV Technology Scholarship—Time Warner Cable, Paragon, *Minneapolis, MN*
Minority Journalism Fellowship—University of Michigan, *Ann Arbor, MI*
National Hispanic Foundation for the Arts, *Washington, DC*
National Hispanic Scholarship Fund, *San Francisco, CA*
Quincy Jones Scholar—Hebrew University, *New York, NY*
TeleCom City, *Malden, MA*
Time Warner Cable—Denver National Division, *Canonsburg and Moon Twp., PA*
Time Warner Cable—Milwaukee Division, *Milwaukee, WI*
United Negro College Fund, *Fairfax, VA*
University of Memphis College of Communications Scholarship Program, *Memphis, TN*
University of North Carolina School of Journalism & Mass Communication—*Chapel Hill, NC*

In 1998, Time Warner provided internships and summer jobs to deserving high school and college students through the following programs and institutions:

Florida A&M University, *Tallahassee, FL*
HBO Internship Program, *New York, NY*
Inroads Summer Intern Program, *numerous locations*
National Hispanic Foundation for the Arts, *Washington, DC*
National Hispanic Scholarship Fund, *San Francisco, CA*
Riordan Scholars Program—University of California at Los Angeles, *Los Angeles, CA*
Time Inc. Business Scholars Program
Time Warner Cable—Summer Intern Program, *Canonsburg, PA*
Time Warner Cable—Summer Intern Program, *Coraopolis, PA*
Time Warner Companywide Summer Jobs Program, *nationwide*
Work-Force Diversity Intern Program, *Burbank, CA*
Y.E.S. to Jobs, *Los Angeles, CA*

SCHOOL PARTNERSHIPS

Time Warner supports these schools.

A. Philip Randolph High School, *New York, NY*
Abraham Joshua Heschel School, *New York, NY*
Adam Clayton Powell Academy—JHS 43, *New York, NY*
Adams Middle School, *Tampa, FL*
Arbor Hill Elementary School, *Albany, NY*
Aspen Music School, *Aspen, CO*
Bain Elementary School, *Charlotte, NC*
Bale Elementary School, *Little Rock, AR*
Balmoral Elementary School, *Memphis, TN*
Benjamin E. Mays High School, *Atlanta, GA*
Benjamin Stoddert Middle School, *Temple Hills, MD*
Booker T. Washington High School, *Memphis, TN*
Brentano School, *Chicago, IL*
Briggs Elementary School, *Florence, SC*
Bronx High School of Science, *Bronx, NY*
Brookland Middle School, *Richmond, VA*
Brooklyn Tech High School, *Brooklyn, NY*
C.A. Johnson High School, *Columbia, SC*
Cardozo High School, *Washington, DC*
Center Street Middle School, *Birmingham, AL*
Chamblee High School, *Chamblee, GA*
Charlotte Mecklenburg Schools—Covenant Academy, *Charlotte, NC*
Concord Middle School, *Concord, NC*
Coulwood Middle School, *Charlotte, NC*
Craigmont Middle School, *Memphis, TN*
Crim High School, *Atlanta, GA*
Cross Keys High School, *Atlanta, GA*
Crow Agency Grammar School, *Crow Agency, MT*
David Starr Jordan Middle School, *Burbank, CA*
Dean Rusk Elementary School, *Atlanta, GA*
Dilworth Elementary School, *Charlotte, NC*
Dodgen Middle School, *Atlanta, GA*
Dowdell Middle School, *Tampa, FL*
Dr. William Horton School, *Newark, NJ*
East High School, *Memphis, TN*
Eisenhower Middle School, *Gibsonton, FL*
Family Academy, *New York, NY*
Fayette-Ware High School 1, *Somerville, TN*
Fern Avenue Elementary, *Orange, CA*
Franklin Elementary School, *Little Rock, AR*
Frederick Douglass Academy, *New York, NY*
Frederick Douglass High School, *Atlanta, GA*
Gage Ekington Elementary School, *Washington, DC*
Garnett Patterson Middle School, *Washington, DC*
George Washington Elementary School, *Burbank, CA*
Georgian Hills Junior High, *Memphis, TN*
Grady High School, *Atlanta, GA*
Greco Middle School, *Temple Terrace, FL*
Greenway Park Elementary, *Charlotte, NC*
Hackensack Middle School, *Hackensack, NJ*
Hardin Elementary School, *Crow Agency, MT*
Hardin Middle School, *Crow Agency, MT*
Harvard Divinity School, *Cambridge, MA*
Havenview Middle School, *Memphis, TN*
Henry Turner Middle School, *Atlanta, GA*
Hillcrest High School, *Queens, NY*
Horn Lake Middle School, *Horn Lake, MS*
Horry County Schools, *Conway, SC*
Independence High School, *Charlotte, NC*
Inman Middle School, *Atlanta, GA*
Jean Childs Young Middle School, *Atlanta, GA*
J.H. Gunn Elementary School, *Charlotte, NC*
J.N. Fries Middle School, *Concord, NC*
John Adams High School, *Queens, NY*
John Muir Middle School, *Burbank, CA*
John W. Rowland High School, *Rowland Heights, CA*
Lake Air Middle School, *Waco, TX*
La Merced Intermediate School, *Montebello, CA*
Lebanon Road Elementary School, *Charlotte, NC*
Long Beach School, *Long Beach, CA*
Luther Burbank Middle School, *Burbank, CA*
Manhattan School of Music, *New York City, NY*
Marshall Middle School, *Atlanta, GA*
McLane Middle School, *Tampa, FL*
Memphis Catholic High School, *Tampa, FL*
Meyers Elementary School, *Washington, DC*
Middleton Middle School, *Tampa, FL*
Monroe Middle School, *Tampa, FL*
Moon High School, *Coraopolis, PA*
Mt. Pleasant Middle School, *Mt. Pleasant, NC*
Murray Bergtraum High School, *New York, NY*
Nathaniel Alexander Elementary School, *Charlotte, NC*
Newbern Middle School, *Valdosta, GA*
Newberry Elementary School, *Memphis, TN*
New School for Social Research, *New York, NY*
Northside Community School, *Cincinnati, OH*
North Tampa Alternative School, *Tampa, FL*
Northwest Cabarrus Middle School, *Concord, NC*
Oak Grove Central School, *Hernando, MS*
Oakland Consolidated Schools, *Oakland, TN*
Olive Branch Intermediate School, *Olive Branch, MS*
Omega School, *Madison, WI*
One-Room Drop-In School (ORDIS), *Memphis, TN*
Optimist High School, *Los Angeles, CA*
Phillips High School, *Birmingham, AL*
Pierce Middle School, *Tampa, FL*
Preparation School, *Washington, DC*
P.S. 30/31 / Virtual Y, *New York, NY*
P.S. 38 / Virtual Y, *New York, NY*
P.S. 57 / Virtual Y, *New York, NY*
P.S. 102 / Virtual Y, *New York, NY*
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P.S. 176 / Virtual Y, *New York, NY*
QCVC—People's Middle School, *Cincinnati, OH*
QCVC—Rothenberg Elementary, *Cincinnati, OH*
QCVC—Schwab Middle School, *Cincinnati, OH*
Rafael Hernandez School, *Newark, NJ*
Ralph McKee High School, *Staten Island, NY*
Ramona High School, *Los Angeles, CA*
Raul Yzaguirre Middle School, *Houston, TX*
Roosevelt High School, *Los Angeles, CA*
Rowan-Salisbury Schools, *Salisbury, NC*
St. Joseph's School, *New York, NY*
Seaton Elementary School, *Washington, DC*
Shannon Elementary School, *Memphis, TN*
Sheffield High School, *Memphis, TN*
Sligh Middle School, *Tampa, FL*
Snowden School, *Memphis, TN*
Southeast Elementary School, *Valdosta, GA*
Southside High School, *Atlanta, GA*
Staten Island Technical High School, *Staten Island, NY*
Stewart Middle School, *Tampa, FL*
Taft High School, *New York, NY*
Therrell High School, *Atlanta, GA*
Tri-Cities High School, *East Point, GA*
UCLA Anderson School, *Los Angeles, CA*
Usher Middle School, *Atlanta, GA*
Valdosta Elementary, *Valdosta, GA*
Valdosta Middle School, *Valdosta, GA*
Valley High School, *Van Nuys, CA*
Van Buren Middle School, *Tampa, FL*
Wakefield Elementary School, *Little Rock, AR*
Walls Elementary School, *Walls, MS*
West Fulton Middle School, *Atlanta, GA*
West Gordon Elementary, *Valdosta, GA*
Young Middle School, *Tampa, FL*

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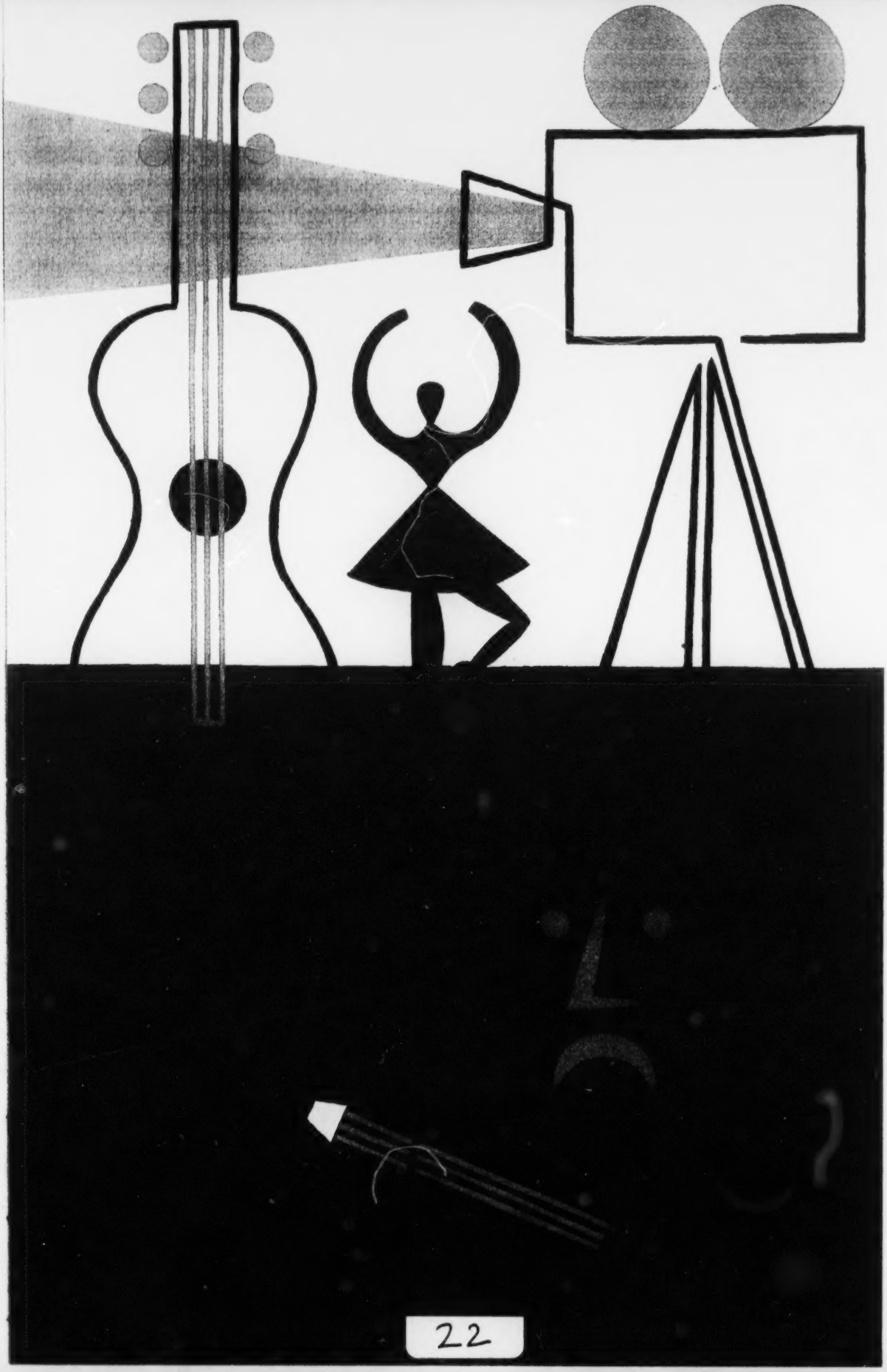

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Arts

A cornerstone of Time Warner's philosophy is the belief that art is an essential human activity. In addition to the artistic and cultural products we develop in the course of business, we also create, sponsor and support a variety of exhibitions and programs that inform and educate on social and cultural issues or benefit and advance cultural groups and activities. It is our goal not only to enrich the current cultural landscape, recognizing that all forms of art, from the most popular to the most specialized, nourish and enlarge each other, but also to provide a training ground for the performers, filmmakers, writers and musicians of tomorrow.

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"Creativity is at the center of Time Warner. It defines who we are and drives what we do." **Gerald M. Levin**
Chairman and CEO

NEW YORK PHILHARMONIC
KURT MASUR, MUSIC DIRECTOR
CONCERTS IN THE PARKS
TIME WARNER

TIME WARNER PRESENTS

The New York Philharmonic's 1998–1999 season marks the third consecutive year that a financial grant from Time Warner has enabled the New York Philharmonic to broadcast its concerts live on a regular basis. **Time Warner Presents: The New York Philharmonic Live!** is syndicated nationally; aired by more than 225 radio outlets, the series of 12 concerts reaches listeners from Boston to Honolulu.

In addition, the company continues its annual sponsorship of **New York Philharmonic/Time Warner Concerts in the Parks,** including gifts of more than $1 million over three years (1999–2001), to bring priceless performances absolutely free to listeners in parks throughout New York City, Long Island and Westchester.

PERFORMING ARTS

> Alvin Ailey dancer

Since 1986, Time Warner's support of the **Kennedy Center for the Performing Arts** has enabled the center's national arts-education programs to reach students, teachers and families—more than 6 million in 1998 alone. The company recently renewed for three years a grant to **New York's City Center** so devoted audiences can continue to enjoy revivals of rarely heard musicals with original orchestrations. Showcasing works such as *Li'l Abner* and *Strike Up the Band,* **Encores! Great American Musicals in Concert** has been a phenomenal success. Since 1994, Time Warner has underwritten the **Alvin Ailey American Dance Theater,** and since 1995, the **Paul Taylor Dance Company's** annual New York season at the City Center.

Time Warner is proud of our long-standing partnerships with these performing-arts institutions:

Performance Centers

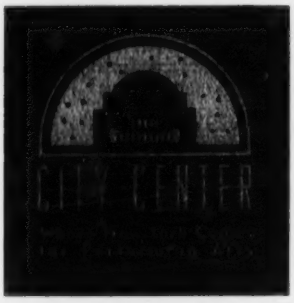
Aaron Davis Hall > www.ccny.cuny.edu/campus/tour/davis.html
Apollo Theatre Foundation > www.apolloshowtime.com
Brooklyn Academy of Music > www.bam.org
Huntington Beach Art Center > www.hbcoca.org
Jazz at Lincoln Center > www.jazzatlincolncenter.org
John F. Kennedy Center for the Performing Arts > www.kennedy-center.org
Koger Center for the Arts > www.music.sc.edu/departments/oper/_facilities.html
Lincoln Center for the Performing Arts > www.lincolncenter.org
Lincoln Center Theatre > www.lct.org
Metropolitan Opera > www.metopera.org
New York City Opera > www.nycopera.com
New York Philharmonic > www.nyphilharmon.org
Saratoga Performing Arts Center > www.digitalfootprint.com/spac/

Dance

Alvin Ailey American Dance Theater Foundation > www.alvinailey.org
American Ballet Theatre > abt.org
Dance Theater Workshop > www.dtw.org
New York City Ballet > www.nycballet.com
Paul Taylor Dance Company > www.ptdc.org

Theater

Alliance Theater Company > www.14thstreet.org
INTAR Hispanic American Arts Center > www.newyork.sidewalk.com/link/11473
Manhattan Theatre Club > www.mtc-nyc.org/~mtco1
New York Theatre Workshop > www.botz.com/nytheatre/nytw.htm
Pan Asian Repertory Theatre > www.panasian.org
Playwrights Horizons > www.gdys.com
Roundabout Theatre Company > www.roundabouttheatre.org
Theatreworks/USA > www.playbill.com/twusa/html/home.html



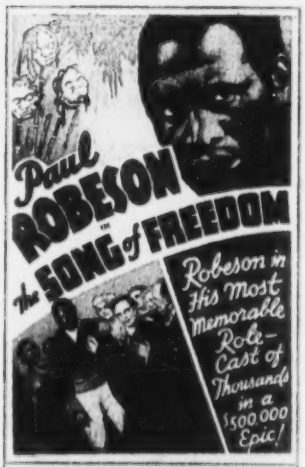
With a grant of $175,000, Time Warner is a co-sponsor of the 1999 **Lincoln Center Festival,** an international performing-arts program representing "the best of the best" from around the world. Offering as many as five performances on any given day, the festival includes a diverse array of entertainment, including grand-scale opera, concerts, recitals, dance, stage works, performance art and multimedia presentations, drawing more than 200,000 people to Lincoln Center's indoor and outdoor performance venues.

Films and Filmmakers

One of the most exciting trends in film is the emergence of talented independent filmmakers. Even the best of these filmmakers have trouble arranging distribution before their films can be screened. That's why Time Warner divisions sponsor organizations that nurture emerging filmmakers and help them to find their audiences.

ENTERTAINMENT WEEKLY is a presenting sponsor of the **Sundance Film Festival** and the independent filmmakers whose work it showcases. Complementing EW's interest in films and filmmakers is its sponsorship of the **Independent Feature Project East/West,** a not-for-profit membership organization for independent filmmakers, the **American Film Institute** and the **Film Society of Lincoln Center.** EW and Warner Bros. have also established scholarships at such film schools as the **Tisch School of the Arts at New York University** and the **School of Cinema-Television at the University of Southern California.**

Every summer since 1992, HBO has sponsored the **Bryant Park Film Festival.** An audience totaling nearly 800,000 has enjoyed great American films in an al fresco setting behind the main New York Public Library building on Fifth Avenue. Each Monday evening from June to early September, between 7,500 and 10,000 New Yorkers come to Bryant Park to enjoy enduring film classics.



> Poster from the movie *The Song of Freedom*

Turner Classic Movies saluted the black independent-film industry of the early 1900s with **"A Separate Cinema,"** a first-of-its-kind, 29-movie festival featuring directors and actors who established a successful film movement outside Hollywood. The series launched with the world television premiere of a restored version of *The Symbol of the Unconquered* by director Oscar Micheaux, featuring a newly commissioned score by jazz legend Max Roach. This series provided unprecedented access to rare films such as *The Song of Freedom* starring Paul Robeson as part of TCM's ongoing commitment to restore and air films that are important to American cinematic history.

> HBO's Bryant Park Film Festival

PARTNERSHIPS

To learn more about the art of filmmaking, contact any of these Time Warner grantees:

American Film Institute > afionline.org
Aspen Film Festival > www.aspenfilm.org
Camerimage > www.ascom.c.torun.pl/camerimage/cam.htm
Elaine Kaufman Cultural Center > 212-362-8060
Film Society of Lincoln Center > www.filmlinc.com
Hamptons International Film Festival > www.thehamptons.com/film
Museum of Television and Radio > www.mtr.org
Sundance Institute > www.sundance.org
Tisch School of the Arts at NYU > www.nyu.edu/tisch/
University of Southern California School of Cinema-Television > www.usc.edu

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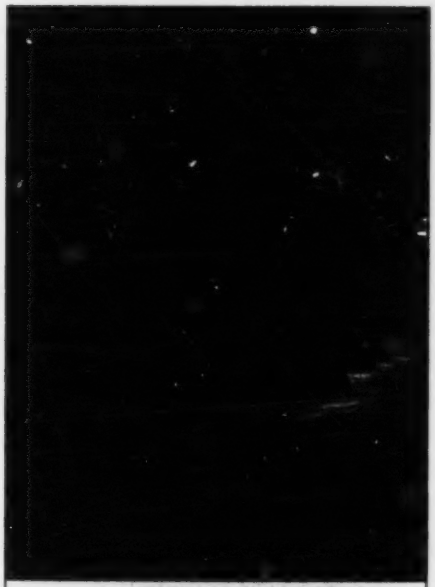
During the 1998 Acapulco Black Film Festival, Home Box Office awarded the **HBO Short Film Award** to Jeffrey Byrd (*Breakdown*) and Christine Swanson (*Two Seasons*), whose works tied for first place in the festival's competition. Byrd and Swanson both received development deals with HBO NYC Productions.

Museums

Museum attendance is up in recent years. At the Metropolitan Museum of Art, for example, attendance has been rising at a rate of nearly 6% annually. The U.S. Travel and Tourism Administration projects that one-quarter of the 35 million overseas visitors who come to the U.S. will attend a gallery or museum exhibit.

By creating and sponsoring museum exhibitions, Time Warner companies bring art into the daily lives of millions of people every year.



> Batman costumes on display in the Warner Bros. Museum

Preserving an important piece of America's artistic heritage for generations to come, the **Warner Bros. Museum** was built in 1996 to honor the tradition of creativity that began with the four Warner brothers. The museum's two floors include memorabilia of the studio's ground-breaking films beginning with *The Jazz Singer,* which earned a special technical Academy Award as the movie world's first "talkie." A special exhibit on the first floor displays the Best Picture Oscar statuettes and significant objects from the six Warner Bros. films so honored. The second floor focuses on the studio's superheroes, from Batman to Bugs Bunny. Schools, nonprofit organizations and researchers pay nothing for access to the museum, and free admission is also offered as part of the studio's VIP tour (818-954-7696).

"Much like a quilt woven with many intricate and beautiful fibers, Latinos are a proud and diverse people interwoven with indigenous, Spanish, European, African and Asian roots. We are citizens not only of the United States of America, but of all the Americas."

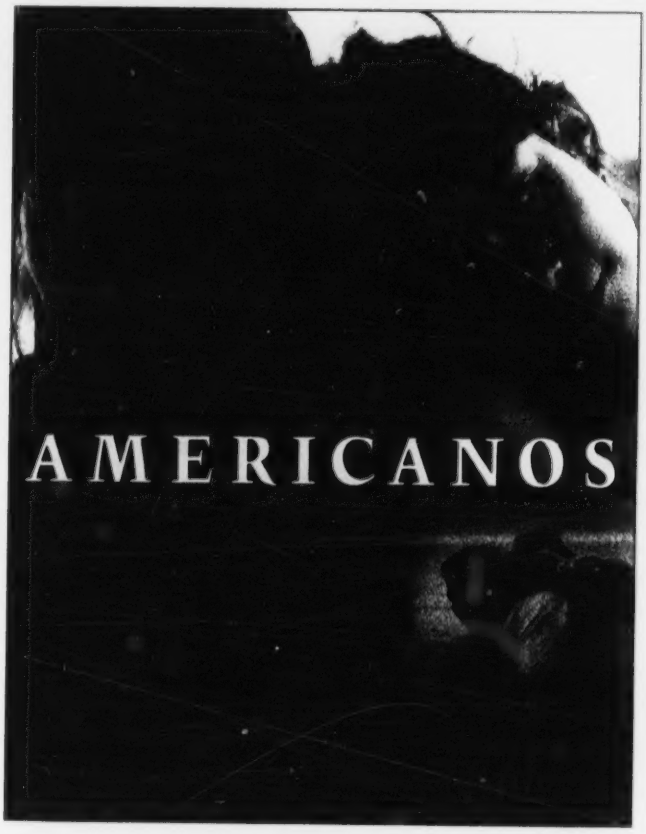
Edward James Olmos
Actor

Time Warner joined forces with actor Edward James Olmos to create the landmark multimedia project **"Americanos: Latino Life in the United States."** A celebration of Latino culture through photography, film, music and the printed word, "Americanos" builds bridges between Latinos and others. The centerpiece of the program is a Smithsonian Institution traveling exhibition featuring 120 contemporary photographs revealing people who, though diverse in culture, color, ideas and dreams, share a common desire to make life better for themselves, their families, their neighbors and their nation.

The exhibition will travel to 32 U.S. museums through 2004. This high-profile national program also includes a large-format, full-color book published by Little, Brown & Co. with bilingual text; a full-length HBO documentary; and a

music CD titled *Americanos: Latino Life in the United States—A Musical Celebration,* featuring songs by performers including Paquito D'Rivera, Tito Puente, Los Lobos, Santana and many others. To commemorate the spirit of "Americanos," Warner Music Group made a substantial contribution to the **Hispanic Scholarship Fund** and the **Hurricane Mitch Relief Fund.**

> www.americanosproject.com



Thanks to an underwriting grant from Time Warner, the **Simon Wiesenthal Center's Museum of Tolerance** in Los Angeles maintains a video wall showcasing a dramatic and highly moving film produced by Orlando Bagwell (*Eyes on the Prize*) that recalls the nonviolent struggle for civil rights in the U.S. Time Warner also helped to fund the construction of the **Museum of Jewish Heritage—A Living Memorial to the Holocaust** in New York City's Battery Park.

"If they can get to Cincinnati, they can get liberty." Words of a Runaway Slave

The Underground Railroad was a network of safe houses for slaves escaping from captivity in the South to freedom in the North. About 50,000 slaves used this secret escape route between 1830 and 1860, many stopping in Cincinnati along the way. Time Warner Cable of Cincinnati celebrates this aspect of local history through its support of the **National Underground Railroad Freedom Center.** Through grants, in-kind donations, public service announcements and general support, the company is and will continue to be actively involved in the development of the Freedom Center, which is set to open as a centerpiece of the city's new riverside development project in 2003.

$500
REWARD

RANAWAY or Decoyed from the subscriber, living near Bolivia, Prince George's county, Md., on the 22d August last, Negro Man Adam Smith, aged about 30 years, 5 feet 4 or 5 inches high, stout built, and a full suit of hair. Also, Maria, wife of the above named Adam. Said Maria left her home on Sunday night last, 23d inst. She is about 30 or 35 years of age, a dark mulatto, and is far gone in a state of pregnancy. Also, her two sons, Dallas and Lem. Dal is a dark mulatto, aged 13 years, stout and well grown. Lem has a scar on the side of his breast caused by a burn, and is 11 years old.

I will give a Reward of $200 for Adam if taken—no matter where, so that I get him again. And a Reward of $100 for Maria, and $50 each for the children; that is to say, I will give $200 for the woman and two boys.

Nov. 24th, 1857. ISAAC SCAGGS.

DID YOU KNOW?

Time Warner received the Raul Julia Award from the National Hispanic Foundation for the Arts, for our support of arts and culture.

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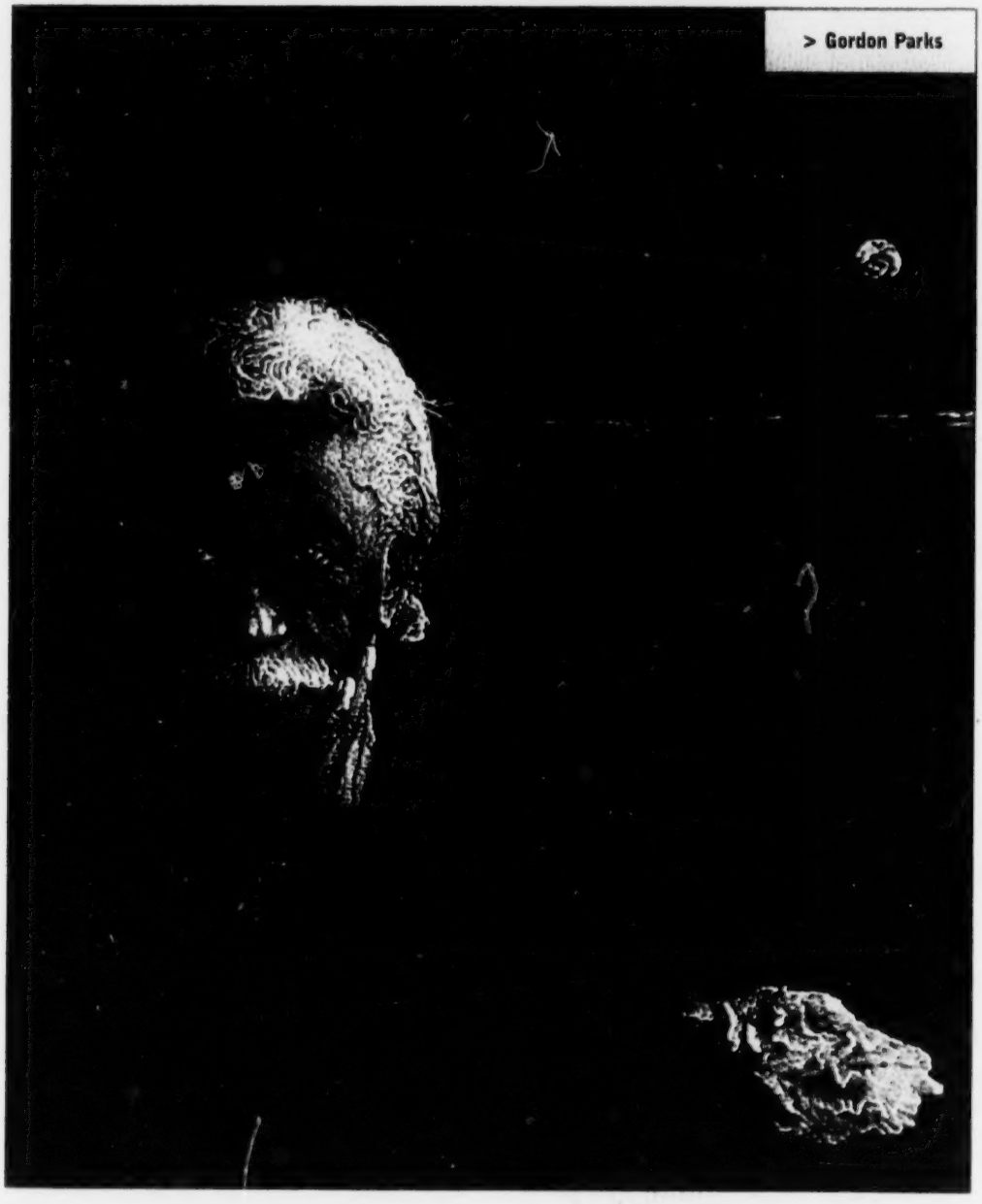
Poet, novelist, painter, composer, musician, film director and humanitarian, Gordon Parks is perhaps most famous for his contributions to LIFE magazine from 1949 to 1969. Time Warner formed a partnership with the Corcoran Gallery of Art in Washington, D.C., and the Ford Motor Co. to create a traveling exhibition of his work, **Half Past Autumn: The Art of Gordon Parks.** The exhibition includes 160 photographs, films, music, poems and novels by Parks. Launched in 1997, the exhibition will travel to 17 U.S. museums through the year 2003.



> Gordon Parks

"The arts in all their distinctive forms define in many ways those qualities that are at the heart of education reform —creativity, perseverance, a sense of standards and, above all, a striving for excellence."

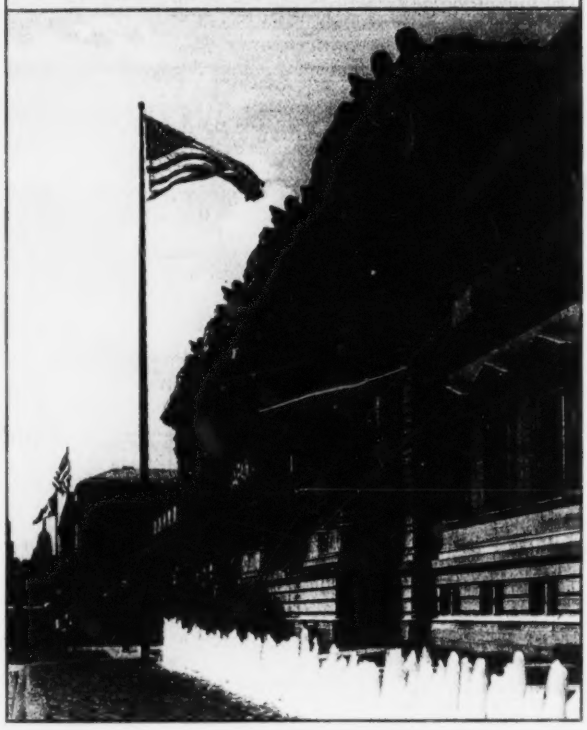
Richard W. Riley
Secretary, U.S. Dept. of Education

ARTS EDUCATION

> Start Smart

In 1998, Time Warner Cable, with more than 12 million subscribers in 33 states, joined with Bravo, the Film and Arts Network, to develop the **Start Smart** program. Start Smart is a campaign to restore arts education to the school curriculum. The program includes booklets explaining how arts education develops cognitive skills, and provides concrete suggestions for parents and educators working to put art back into the schools. From Portland, Me., Milwaukee, Wis., and Albany, N.Y., to Orange, Calif., Clearwater, Fla., and Lincoln, Neb., cable systems produced and aired public service announcements and raised funds. Cable employees also canvassed street fairs and other gatherings, pen in hand, for signatures petitioning to restore arts to the school curriculum. Ultimately, they delivered 15,000 signatures to Americans for the Arts, an advocacy group in Washington, D.C.

> New York City's Metropolitan Museum of Art



Turner Broadcasting's support for the **Performing Arts Program for Youth** provides drama instruction for middle and high school students at five Atlanta schools. Working largely with Atlanta's Alliance Theater, students gain valuable experience in the arts of performing, playwriting, set design and construction, costuming and makeup.

Since 1997 Time Warner has been the official sponsor of the **Aspen Music School,** part of the **Aspen Music Festival,** which celebrates its 50th anniversary in 1999. The $600,000 gift enables more than 900 young musicians annually to develop their talents and pursue a professional music career.

In 1998, Time Warner sponsored the **Yehudi Menuhin Artists and Children's Concert,** held in Brussels. The company will also support the Polsat Foundation, a nonprofit organization in Poland that benefits children.

DID YOU KNOW?

Time Warner provided more than $600,000 through matching employee contributions to arts organizations in 1998.

PARTNERSHIPS

Time Warner is proud to be an essential supporter of the nation's cultural institutions, including the following:

Museums

American Craft Museum > www.NY.com/museums/american.craft.museum.html
American Museum of Natural History > www.amnh.org
Brooklyn Children's Museum > www.bchildmus.org
Brooklyn Museum of Art > www.brooklynart.org
Cooper-Hewitt National Design Museum > www.si.edu
Corcoran Gallery of Art > www.corcoran.org
Detroit Institute of the Arts > www.dia.org
El Museo del Barrio > www.elmuseo.org
Guggenheim Museum > www.guggenheim.org
International Center of Photography > www.icp.org
Jewish Museum > www.jewishmuseum.org
Metropolitan Museum of Art > www.metmuseum.org
Museum of American Folk Art > www.folkartmuse.org
Museum of Jewish Heritage—A Living Memorial to the Holocaust > www.mjhnyc.org
Museum of Modern Art > www.moma.org
Museum of the City of New York > www.mcny.org
National Museum of American History > www.si.edu
National Museum of the American Indian > www.si.edu
National Music Foundation (Center) > www.nmc.org
New Museum of Contemporary Art > www.newmuseum.org
Queens Museum of Art > www.queensmuse.org
Rock & Roll Hall of Fame Museum > www.rockhall.com
Smithsonian Institution > www.si.edu
Studio Museum in Harlem > www.studiomuseuminharlem.org
Whitney Museum of American Art > www.echonyc.com/~whitney

Libraries

Brooklyn Public Library > www.brooklynpubliclibrary.org
Free Library of Philadelphia > www.library.phila.gov
Fresno County Free Library > www.sjvls.lib.ca.us/fresno
Kansas City Public Library > www.kckpl.lib.ks.us
New York Public Library > www.nypl.org
Queens Library Foundation > www.queenslibrary.org
Schomburg Center for Research in Black Culture > www.nypl.org/research/SC/SC.html

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PARTNERSHIPS

Arts education is a major focus for this company as we enter a new millennium. Researchers report that students who study the arts for at least four years average significantly higher scores on SAT tests. Here is a sampling of some arts education organizations receiving Time Warner funding:

Americans for the Arts > www.artusa.org
American Society of Music Arrangers and Composers > 818-994-4661
ArtsConnection > www.artsconnection.org
Aspen Music Festival and School > www.aspen.com/musicfestival
Blues Foundation > www.blues.org
Boys Choir of Harlem Inc. > 212-289-1815
Harlem School of the Arts > 212-926-4100
High 5 Tickets to the Arts > www.high5tix.com
International Yehudi Menuhin Foundation > www.menuhin-foundation.com
Metropolitan Opera Association > www.metopera.org
National Hispanic Foundation for the Arts > www.incacorp.com/nhfa
New York State Theater Institute > 518-274-3200
Rhythm & Blues Foundation > www.rhythm-n-blues.org
School of American Ballet Inc. > 212-764-6600
Society of Singers > www.singers.org
Studio in a School > 212-431-6300
Studio Museum in Harlem > www.studiomuseuminharlem.org
Young Audiences Inc. > www.youngaudiences.org

PRESERVING OUR MUSICAL HERITAGE

Warner Music Group is committed to the preservation of all musical forms. The Music Group has supported, since its inception, the **Rhythm & Blues Foundation,** which provides direct financial aid to performers. Warner Music Group has also been a key contributor to the **Rock & Roll Hall of Fame Museum,** which named Ertegun Hall in honor of Atlantic Records founder Ahmet Ertegun. A $250,000 pledge to the **Country Music Foundation** will keep country music

alive and kicking, and the Music Group is a founding member of the **National Music Foundation's** national music center and library. 1998 was the final year of a four-year commitment to the **New York State Theater Institute,** which received $400,000 for professional theater produced to high artistic standards for student audiences. The performances, selected with the educational curriculum in mind, were used by teachers to evoke student interest in the academic subjects to which they had been linked.

PARTNERS IN GIVING BACK

> Brandy, UNICEF's Special Ambassador and International Spokesperson

Warner Music Group enjoys a relationship with artists and their managers that enables it to pair generous musicians with charities that will benefit from the exposure and funds that such star power draws. For instance, actress and singer Brandy, who records for **Atlantic Records,** is the Special Ambassador for Trick or Treat for UNICEF and UNICEF's international spokesperson for youth. **Atlantic** recording artist **Jewel** and **Elektra** artist **Tracy Chapman** were honored for their efforts to promote positive values through their music at the 1999 Time for Peace Awards. **Warner Bros. Records** artist **Faith Hill** works with the American Library Association, Laubach Literacy Action and America's Promise to help raise literacy levels across America. **Hootie and the Blowfish, Matchbox 20,** the **Goo Goo Dolls** and **Van Halen** are other Music Group artists who consistently reach out to those in need, from having fans bring canned goods to concerts to performing at benefits for the homeless, the USO and at-risk youth.

Tori Amos, who records for **Atlantic Records,** founded the Rape, Abuse and Incest National Network (RAINN) with initial funding provided by **Atlantic Group** and **Warner Music Group.** This is the only national help line for victims of sexual assault (RAINN: 800-656-HOPE).

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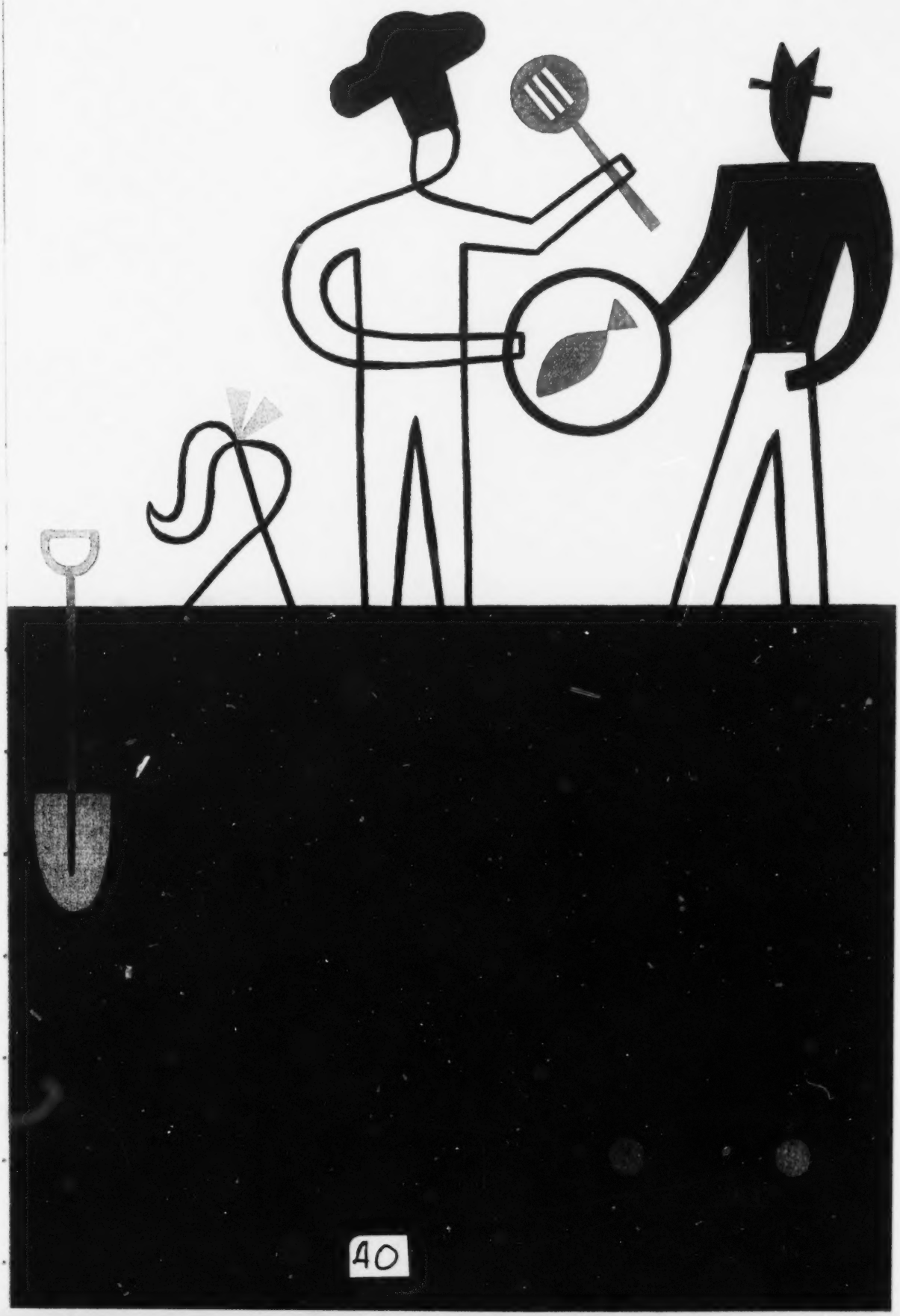
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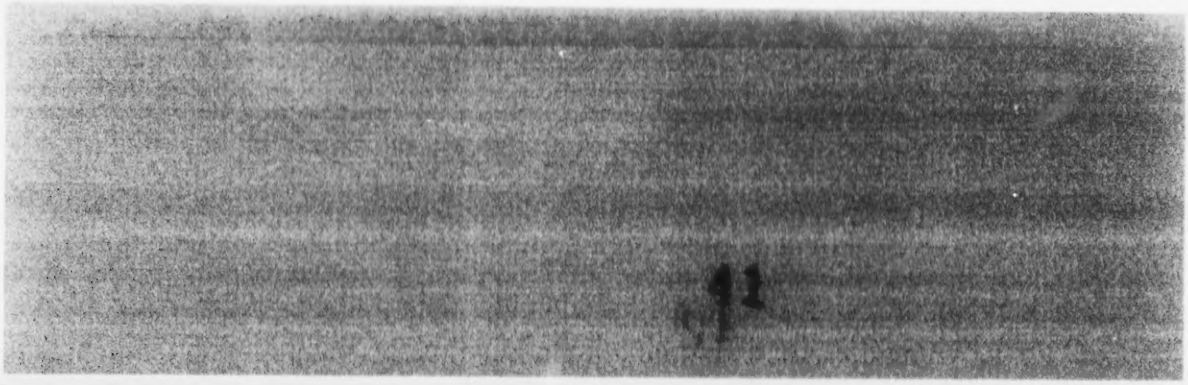
Volunteerism

Volunteerism is a long and proud tradition at Time Warner. We believe that companies have a real stake in, and responsibility toward, the communities in which they do business. We address our community responsibility through such programs as our Volunteer Project Grants, the Andrew Heiskell Community Service Awards, and the volunteer councils that empower employees to donate their time and resources. Time Warner and its people are committed to active, collaborative involvement in our communities, now and in the future.



"When I was in school, there was an unspoken consensus that if you really cared about basic issues of social justice, you steered away from involvement in corporations and businesses. Making a difference and making a career in a corporation were regarded as a vocational contradiction. Experience—the best teacher of all—has taught me the falsity of that belief." Richard D. Parsons
President

EMPLOYEE TEAMWORK

Volunteerism is on the rise across America, with more than 100 million Americans reporting that they volunteer an average of 4.2 hours weekly. Time Warner employees are no exception. We have always been actively engaged in civic affairs. Now, employee-managed **volunteer councils** are forming throughout the company. From Nashville to Burbank and Atlanta, and at other locations throughout the country, this vibrant network of highly involved employees contributes to our success in recruiting and retaining volunteers and planning volunteer projects. Volunteer councils—by whatever name they are known locally—also funnel Time Warner resources to local concerns. And along the way, we forge strong relationships with local civic and business leaders..

In Nashville the **Warner/Reprise Charitable Contributions Committee** focuses on arts, education and people in crisis. In April 1998, in response to the tornado that ripped through Nashville only three blocks from the Warner/Reprise Records building, employees and recording artists sorted food and clothing at the Salvation Army's disaster-relief facility, as well as donated material to help the thousands suddenly in need of food, clothing and household items. Employees also participated in national Make a Difference Day, donating and delivering winter clothing to those at the Nashville Union Rescue Mission and the YWCA Domestic Violence Shelter. During the holiday season, Warner/Reprise Nashville donated 1,100 of the 12,000 lbs. of food gathered by the Charts with Hearts holiday food drive, and more than 1,100 families in the Nashville area benefited from toys and clothing collected for distribution to underprivileged children.

The 100 employees of Time Warner Communications in Manatee County, Fla., participate in **Together We Strive for Excellence,** designed to foster volunteerism and team spirit among employees. In 1998, its first year, this program achieved 100% management-team participation and 95% employee participation.

In Atlanta, **Turner Broadcasting** unveiled a sweeping volunteer program in 1998 for its employees. Fittingly named **"TV,"** for **Turner Volunteers,** the initiative is guided by a 15-member employee advisory council. Since its launch, **Turner's volunteer council** has organized, collected and delivered food and medicine for victims of Hurricane Mitch; arranged a canned-food drive for the Atlanta Community Food Bank; and, in December, 57 departments participated in the Adopt-a-Family program, donating gifts and other treats for low-income families.

> **"TV" Turner Volunteers**

TV also maintains an intranet site advising employees about upcoming projects. This internal website links to the WTBS Superstation–designed website called **Atlanta Cares,** which features Atlanta-based volunteer projects and fund-raising opportunities. With the click of a button, the site can be translated into Spanish, French, German, Italian or Portuguese.

Every year the TBS Superstation recognizes 17 super individuals whose commitment to community service surpasses the ordinary. In 1998 the awards celebration, attended by more than 200 people, raised $20,000 for local Boys & Girls Clubs.

On the West Coast, 270 Burbank employees are registered with the **Warner Bros. Volunteer Corps.** They receive monthly calendars of volunteer opportunities throughout the Los Angeles area. Volunteers can even receive training to serve as project leaders for **L.A. Works,** their local volunteer referral and training agency. Warner Bros. employee volunteers donate, on average, eight hours to two projects each month. Mary Lawler, a Warner Bros. attorney who served as project leader for the Children's Institute International Facility in Torrance, said, "What I like most about leading L.A. Works projects is meeting different people and seeing how much the kids enjoy being with their L.A. Works friends."

> Atlanta Hawk Steve Smith brings Toys for Tots

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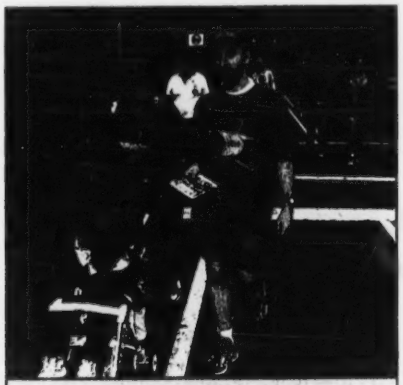
In Menlo Park, Calif., at the **Haven Family House** shelter for homeless families, employee volunteers from **Sunset Publishing** spend Saturdays maintaining vegetable, fruit and flower gardens, playing with children and painting and collecting baby furniture, clothing and supplies.

> Haven Family House



> AIDS Walk New York

Back on the East Coast, members of **Team HBO,** part of HBO's **Employee Initiatives** program, put their feet on the streets to raise funds for worthwhile causes such as the March of Dimes WalkAmerica, AIDS Walk New York, juvenile diabetes, multiple sclerosis and breast cancer. For those who prefer to pedal, the Great Five Boro Bike Tour is always a popular draw. Apart from the invaluable volunteer participation by employees, HBO also donates supplies and hosts breakfasts and lunches to help nonprofit organizations attract additional funders.

Since 1989, **Team Warner** volunteers have participated in AIDS Walk Los Angeles. In 1998, 116 Warner Bros. employees raised $45,000 and placed fourth out of 500 teams. AIDS Walk Atlanta saw 100 Turner volunteers turn up to help out. And in New York, **Team Time Warner** has raised more money than any other AIDS Walk team in the country, nearly $750,000, by collecting pledges from friends and family for the 10K walk through Central Park.

From serving meals to media appeals and product donations, Time Warner has been a major sponsor of **New York Cares** since 1993. December 1998 marked the fifth year that many Time Warner divisions have collected coats for the New York Cares Coat Drive. Time Warner Cable collected coats from the public

at its bill-payment centers and promoted the drive with public service announcements, contributing to a massive effort that has provided more than 500,000 coats to the needy since its inception.

Every fall, more than 400 New York City–based Time Warner employees return to **Taft High School** in the Bronx for New York Cares Day. Armed with ideas, energy and enthusiasm, they pull together with Taft faculty to refurbish and repair the school. By the end of the day, murals have blossomed, fences are painted, and storage areas are cleaned.

> New York Cares Day

Time Warner's work at Taft on New York Cares Day is an unparalleled example of the success of the "neighbors helping neighbors" community-service approach and a vivid display of the tremendous power of volunteering.

Time Warner has agreed to sponsor a community resource center, run by New York Cares, at Time Warner's corporate headquarters in New York.

Each year, Time Warner divisions support the **United Way.** This support suits Time Warner's many volunteer councils well. In 1998 alone, New York City–based employees pledged $275,000. Employee volunteers from Garden Grove, Calif., to Alexandria, Va., and Birmingham, Ala., donated canned goods, sanctioned payroll deductions, mowed lawns and tutored homeless children. They also raised funds through such enjoyable pastimes as sports, games and banquets.

In central Alabama, **Southern Progress** enhanced its annual United Way campaign by initiating a dollar-for-dollar match of employee contributions, a policy that includes branch-office employees. The **Magic of Giving** program

swept across the country as branch offices took part in the week-long campaign, which saw a 20% increase in employees' contributions. Thanks to the match, the company's total gift to United Way more than doubled. Meanwhile, the 13 members of the **Southern Progress Volunteer Committee** rallied fellow employees to volunteer at United Way agencies throughout Birmingham on the United Way Day of Caring.

VOLUNTEER PERKS

Volunteer Project Grants of $500 are available to employees for the nonprofit charities they serve. The broad range of causes and agencies reflects the interests and geographic diversity of employees, from Scouting and Special Olympics to theater groups and PTAs, from historical associations and crisis centers to botanical gardens and soup kitchens. The individual acts of employee involvement remind us of the extraordinary sense of community responsibility found at every level of the company.

> **"Our listing in the Time Warner Volunteer Bulletin helped us recruit a dedicated group of new volunteers. Our Time Warner folks are the best—committed, ingenious and reliable. Thank you, on behalf of the children!"**
>
> **Lois Baskin**
> *Pediatric Cancer Foundation*

The 11,000 company employees in New York, New Jersey and Connecticut receive a bimonthly **Volunteer Bulletin** alerting them to volunteer opportunities throughout the New York City area.

ADOPTING A CAUSE

Since its inception in 1986, **Comic Relief** has combined the efforts of technical staffers, terrific celebrities and HBO's enormous audience to address homelessness. The campaign has raised more than $40 million, much of it through HBO's star-studded *Comic Relief* television special, which had its eighth production in 1998. HBO fully funds *Comic Relief,* and HBO staff members work on-site during the production. Employee volunteers promote the event locally, and 100% of all contributions benefit health-care and related services dedicated to helping the more than 1 million homeless Americans.

> Comic Relief

DID YOU KNOW?

Toys for Tots was started in 1947 by the late U.S. Marine Corps Reserve Colonel Bill Hendricks, a Warner Bros. employee who held a number of executive positions, including senior publicist, over a 31-year period. Colonel Hendricks was responsible for placing the very first toy-collection barrels in front of the commissary on the Warner Bros. Studio lot. In 1998 the program distributed 11.2 million toys to 4.8 million children. Most children receive one major toy and a stocking stuffer, such as a yo-yo or a small stuffed animal.

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THANK YOU—RECOGNIZING OUR OWN

Established in 1982, the **Andrew Heiskell Community Service Award** recognizes employees who make exceptional contributions to public service, equal opportunity and human rights. These are the unsung heroes among us who quietly go about providing heroic amounts of service to their communities while performing exceptionally well in their careers. More than 150 employees have received this award since the program began. Awards are presented at a ceremony in New York each June, where winners receive an award scroll and a $2,000 prize. The company also donates $3,000 to a charity of the winner's choice.

Here is Marie Keogh's citation:

Marie Keogh, an office manager at Media Networks Inc., a Time Inc. company, was moved by the tireless heroism of the rescue workers after a construction disaster occurred in her town. Motivated by this experience, Marie sought training and founded Northeast Critical Incident Stress Management Services (NECISMS), a volunteer organization dedicated to support and serve emergency personnel during or after a traumatic event. Marie and her volunteers are on call 24 hours a day, seven days a week, at 800-827-1448.

> Marie Keogh
Andrew Heiskell Community Service Award Winner

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PARTNERSHIPS

Volunteer! Check out these websites:

Atlanta Cares > www.atlantacares.com

Comic Relief > www.comicrelief.org

Cool (Campus Outreach Opportunity League) > www.cool2serve.org

DC Cares > www.dc-cares.org

Do Something > www.dosomething.org

L.A. Works > www.la-volunteer.org

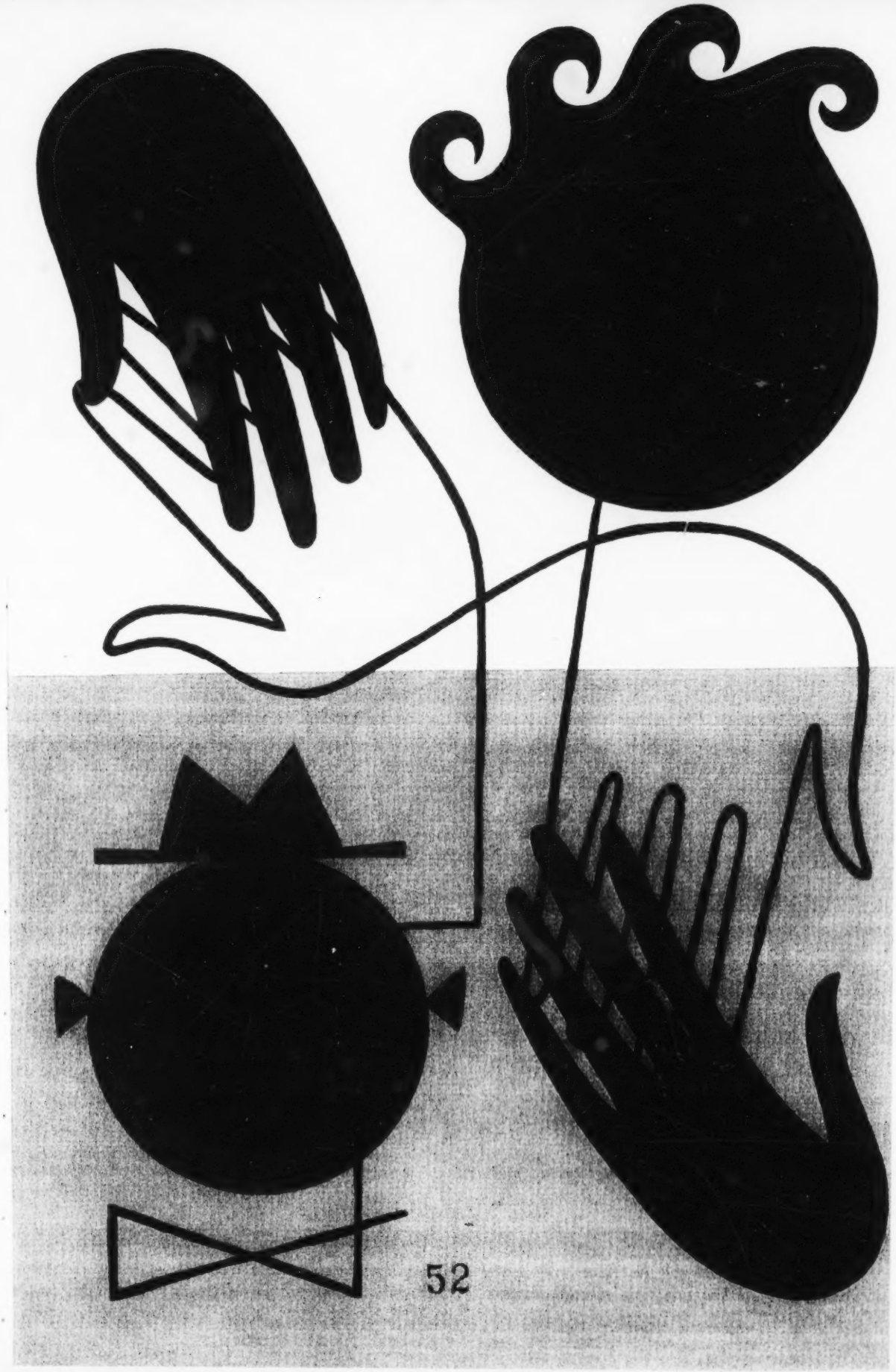
New York Cares > www.nycares.org

Points of Light Foundation > www.polf.org

SCALE (Student Coalition for Action in Literacy Education) > www.unc.edu/depts/scale/mainpage.html

Toys for Tots > www.toysfortots.org

United Way of America > www.unitedway.org



Diversity

As today's headlines attest—from the bitter ethnic conflicts in other countries to hate crimes in our own streets—humanity's hopes for progress are in a desperate race with intolerance. If we do not learn to celebrate diversity, all the dreams and aspirations we hold for ourselves and our children will be moot. As both society and the work force become more diverse in terms of race, culture, ethnicity, sexual orientation, age and gender, we must replace fear and stereotypes with knowledge and respect for other cultures, histories and traditions. In this way we can foster a climate in which all groups can move forward and flourish, build on one another's strengths, and work together to advance agendas that will ultimately benefit us all. Because our moral and economic health—indeed our growth and survival as a nation—depend on it, Time Warner's efforts in this arena will continue to be a priority.

"At Time Warner, equal employment opportunity is an important business objective and not just a legal obligation. We are a corporation whose primary asset is its people. Their imagination, intellect and artistry are what make us the world's leading media and entertainment company. We believe that an active policy designed to achieve inclusion and give us access to the broadest spectrum of human talent and perspectives must be a priority."

Gerald M. Levin
Chairman and CEO

TIME WARNER U.S. WORK-FORCE INFORMATION, 1996–1998

Women constitute 47% of Time Warner's professional and managerial staff; minorities make up 19%. Additionally, Time Warner's policies on such matters as parental leave, family-care and child-care initiatives—including in-home emergency child-care services and on-site day care, as well as on-site emergency drop-in child care—make it clear to all employees that family obligations and gender are no barrier to advancement. Continuing efforts to increase the representation of women and minorities are the foundation of Time Warner's recruitment and retention practices.

Time Warner U.S. Work-Force Information, 1996–1998*

1998	Total Employees	Women	%	Minorities	%
Officials & Managers	10,777	4,644	43%	1,741	16%
Professionals	10,350	5,319	51%	2,196	21%
Technicians	6,744	771	11%	1,808	27%
1997	**Total Employees**	**Women**	**%**	**Minorities**	**%**
Officials & Managers	10,737	4,588	43%	1,678	16%
Professionals	10,190	5,310	52%	1,986	19%
Technicians	7,077	796	11%	1,811	26%
1996	**Total Employees**	**Women**	**%**	**Minorities**	**%**
Officials & Managers	10,751	4,577	43%	1,636	15%
Professionals	10,642	5,619	53%	1,924	18%
Technicians	6,894	820	12%	1,729	25%

*Data represents the top-three EEO-1 job categories.

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CLOSING THE OPPORTUNITY GAP

Using a broad range of generally acknowledged "best practices," every Time Warner division carries out initiatives designed to create a workplace and work force that truly reflect the diversity of our communities.

For example, all Time Warner divisions confirmed their commitment to diversity and support of equal opportunity in letters sent to all employees, followed by a series of ongoing one-to-one meetings with senior executives. They also take steps to improve employment opportunities for minorities, women, Vietnam-era veterans and individuals with disabilities by laying the responsibility for EEO and affirmative action on management at every level.

Among the many specific diversity initiatives created by Warner Bros. are:

The Feature Animation Intern Program, which exposes diverse trainees to all facets of feature animation and places them in full-time positions at the end of their assignments

The Television Production Assistant Program, which provides qualified minority and women candidates with entry-level training and exposure to the industry

The Feature Production Management Trainee Program, which exposes individuals to all facets of the production process, along with assistance in securing a full-time job

Warner Bros. also funds **Fresh Start L.A.,** which facilitates vocational training and regular full-time employment for long-term unemployed youths and adults.

To increase its hiring of minority writers on television programs, Warner Bros. created the **Television Writers' Workshop Program** in 1976 to further the Writers Guild of America's efforts to improve minority hiring practices in the entertainment industry. Since then, 30 applicants have been accepted into this

intensive 10-week, hands-on training program each year. Each participant develops a script from beginning to end, while receiving one-to-one feedback from specially trained executives working in the field. During the 1997–1998 television season, 34 graduates of the program were employed on Warner Bros. television series.

Time Warner's corporate staff is completing its first series of day-long diversity-awareness sessions. These sessions cover three case studies: one about homosexuality, the other two about disability and age. Employees learn to become more aware of their own attitudes toward differences in others, and develop behavioral skills that enable them to value those differences.

Diversity initiatives are also flourishing at Turner Broadcasting System. They include educating all employees about diversity, discrimination and sexual harassment, and implementing programs to create opportunities for minorities in broadcasting.

CNN has programs that train minority students for careers in the broadcast industry. These include:

"Through the Lens," which focuses on the responsibilities of newsroom staff to provide unbiased coverage of events

The **Radio/Television New Directors Mentor Program**

The **Y.E.S. to Jobs Program,** through which CNN employs 75 minority students in news bureaus in Atlanta, New York City and Los Angeles

Through their **Braves Career Initiative,** the Atlanta Braves provide internships and targeted recruitment efforts to bring women and minorities into their back offices. Seven students recruited through the program are currently employed by the Braves, and many others have gone on to successful careers with other professional sports teams

HBO presents a thought-provoking speaker series for employees in its New York City headquarters. The most recent installment in its **Diversity Initiative Speaker Series,** "Disability in the Workplace," featured actor Christopher Reeve and TV anchorwoman Bree Walker in a presentation designed to raise awareness about the needs of disabled employees. Previous programs have included "Women in the Workplace," moderated by Diane Sawyer, and "A Conversation on Race in America," featuring historian Henry Louis Gates Jr.

> HBO's Diversity Initiative Speaker Series

Time Inc.'s **Multicultural Career Network** was launched to stimulate career development and fellowship among minority employees at Time Inc. Employees attend monthly in-house seminars during which senior-level executives discuss minority advancement.

out @ time-inc

Out@time-inc was established to assist Time Inc. in its efforts to promote diversity in the workplace and to support a comfortable and inclusive environment for gay and lesbian employees, both current and prospective. Working in conjunction with, and in support of, existing companywide diversity efforts, Out@time-inc offers networking opportunities for gays and lesbians in the workplace.

DID YOU KNOW?

The National Association of Minorities in Communications honored HBO with two 1999 Vision Awards for television programming that reflects cultural diversity.

MINORITY BUSINESS DEVELOPMENT

U.S. Census Bureau figures indicate that minorities and women own an astonishing 46% of all businesses nationwide. TIME magazine reports that experts anticipate a continuing trend in the rapid increase in the number of these businesses. Today, minorities represent 26% of the U.S. population. But by the year 2040, the Census Bureau estimates, nearly 40% of the country will be of minority descent, while women will continue to outnumber men.

Time Warner's **Minority Business Development** program ensures that our supplier base mirrors the diversity of our customers and employees.

> Kathy Kwong
Euro-American Uniforms

Time Warner has increased its spending with minority and women suppliers by approximately 30% annually since 1996. In 1998 we purchased more than $200 million in goods and services from minority- and women-owned businesses. To continue increasing our use and development of a diverse supplier base, a companywide task force of senior executives is responsible for integrating initiatives to integrate minority- and women-owned businesses into our daily operations. This task force influences more than 80% of the purchases made by company divisions. Our goal is to increase by 35% our purchase of goods and services from competitive minority- and women-owned businesses that share our commitment to unsurpassed quality, service and value.

Several "best practices" help us ensure supplier diversity, including 1) a searchable online directory of minority- and women-owned businesses to assist employees in finding suppliers for the entire range of goods and services we buy (and we buy almost everything imaginable); 2) mentoring minority- and women-owned suppliers to improve their ability to do business with corporations; and 3) participating in and contributing to associations such as the National Minority Supplier Development Council and affiliated regional councils. > www.nmsdcus.org

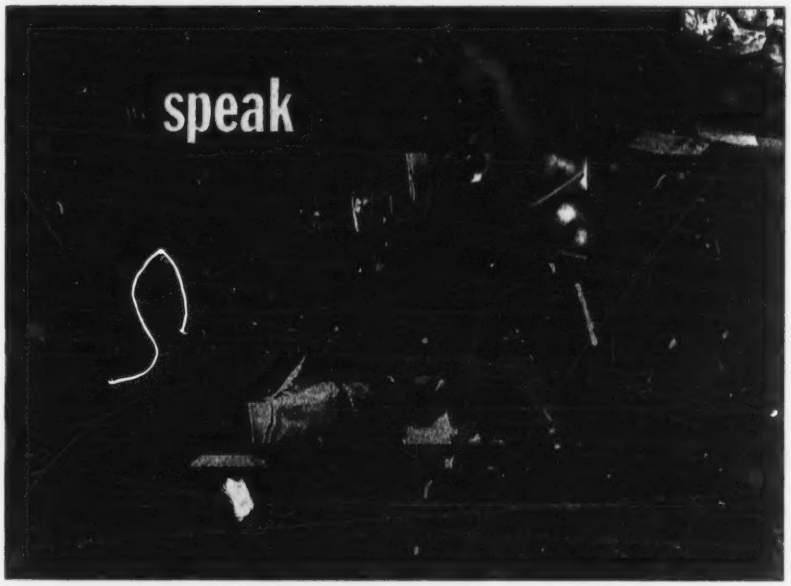
> "It's US: A Celebration of Who We Are in America Today"

ONE AMERICA

To open a national dialogue about race, ethnicity and diversity, Time Warner launched a national public-awareness and community service campaign titled **"It's US: A Celebration of Who We Are in America Today,"** which posed the following four questions:

What does it mean to be—and to become—an American?
What traditions and dreams do we share?
What challenges prevent us from living in harmony?
How can we meet those challenges?

Since 1995 the exhibition and its related discussion guides for teachers, families and children have reached more than 3.5 million people in 5,000 schools and libraries in 140 cities. The American Library Association circulated the framed version of the exhibition, supplemented by paper versions, which are displayed in classrooms and community centers. "It's US" has been designated a Promising Practices Program by One America in the 21st Century: The President's Initiative on Race. All project materials can be obtained—free of charge from Time Warner— by calling 212-484-6442 and can be viewed online at www.pathfinder.com/corp/itsus.



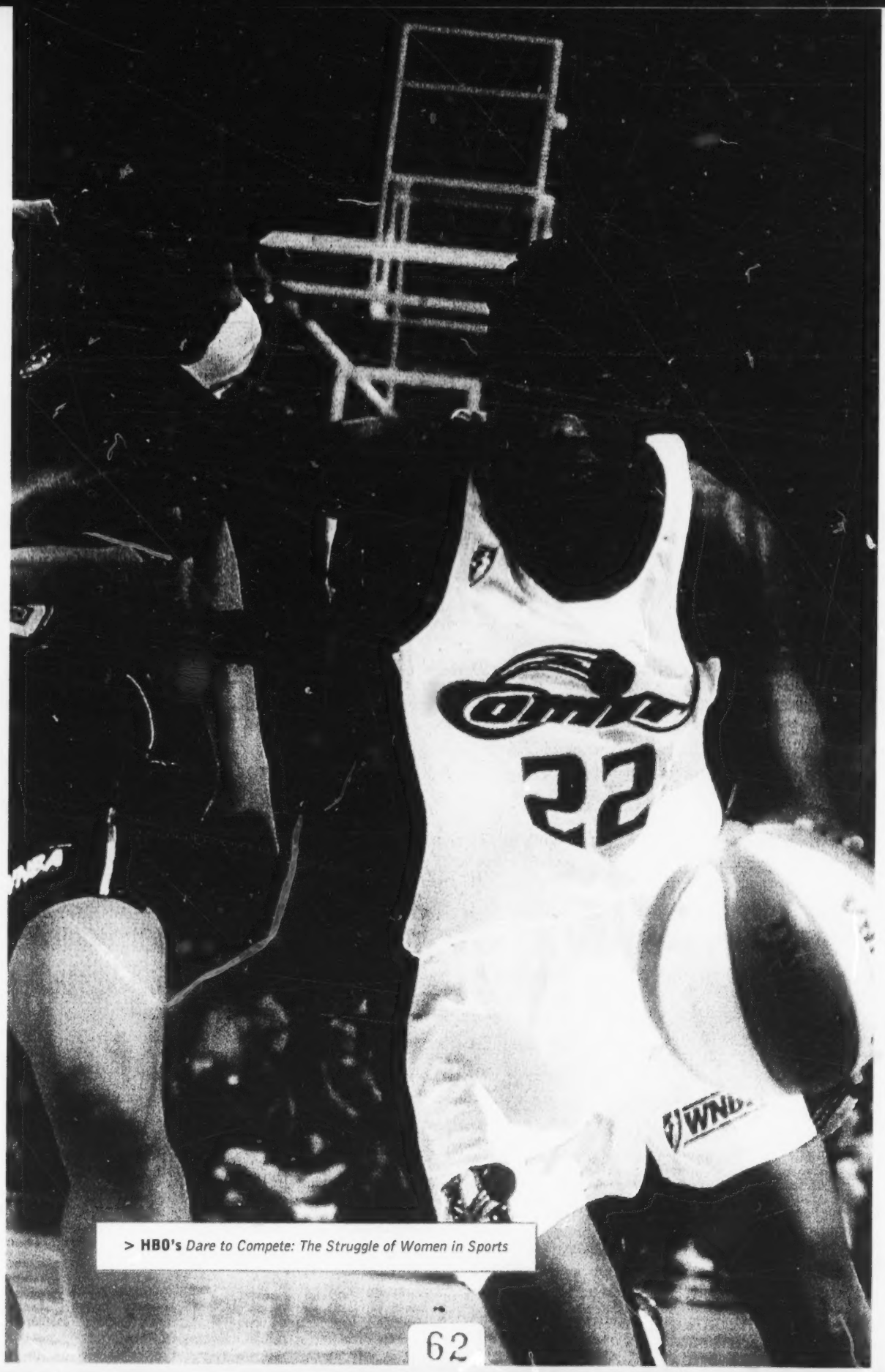
Time Warner divisions throughout the country have extended the "It's US" project by initiating constructive public programs in schools and neighborhoods to foster cross-cultural communication.

In March 1998, 300 students attended Atlanta's **Prejudice Awareness Summit,** organized by Turner Broadcasting and featuring company representatives as facilitators. These middle-school children gained insight into the effects of prejudice by participating in role-playing exercises.

Time Warner Cable of Maine sponsored the third **Diversity Day Festival** in October 1998. The three-day family festival in the state capital celebrated food, music, crafts and entertainment from every ethnic group in the community in a cross-cultural event.

In recognition of Cinco de Mayo, employee volunteers from Time Warner Cable in Chatsworth, Calif., created the first annual **Family Fiesta Day.**

In collaboration with the YWCA, Time Warner Cable of Shreveport and Northwest Louisiana supported the YWCA's fourth **Week Without Violence,** an international campaign that focuses attention on practical and sustainable alternatives to violence. Time Warner Cable produced and aired a public service announcement targeted at promoting tolerance and reducing violence.



> **HBO's** *Dare to Compete: The Struggle of Women in Sports*

To celebrate the accomplishments of female athletes and encourage women to participate in and appreciate athletics, HBO screened its documentary *Dare to Compete: The Struggle of Women in Sports* for audiences across the country. In honor of **Women's History Month** and the 25th anniversary of the Women's Sports Foundation, HBO produced and distributed to students in grades 6-12 a study guide featuring the top-25 achievers in the history of women's sports.

"Special Olympics Day is an event we look forward to every year."

Lenny Wilkens
Coach, Atlanta Hawks

Atlanta Hawks coach Lenny Wilkens and his team went head to head with some talented athletes when the Hawks played host to a clinic for more than 100 **Special Olympics** athletes. The 1998 Special Olympics Day at Georgia Tech's Alexander Memorial Coliseum included individualized coaching sessions, group skill drills and a Special Olympics basketball game.

> Atlanta Hawks/Special Olympics

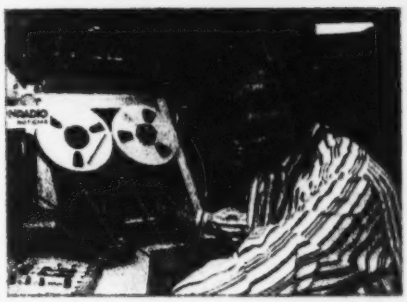
Warner Bros. is working to end discrimination against children and adults with speech impairments through its support of the **National Stuttering Foundation.** Using Warner Bros.' popular cartoon character Porky Pig and the rest of the Looney Tune squad, the studio produced and distributed a poster with the message "Everyone's Unique and Th-Th-That's Good Folks!" Also available on a specially designed website, the poster was distributed to schools and educational organizations. > www.wbanimation.com/cmp/kidspstr/htm

Warner Bros.' support for the **Deaf Arts Council's** Multimedia Arts Day Camp (MACamp) enables children who are deaf or hard-of-hearing to learn firsthand about the art and craft of filmmaking. MACampers are introduced to backlots, cameras, soundstages and editing facilities by studio technicians who volunteer to teach in this intensive summer arts-education program.

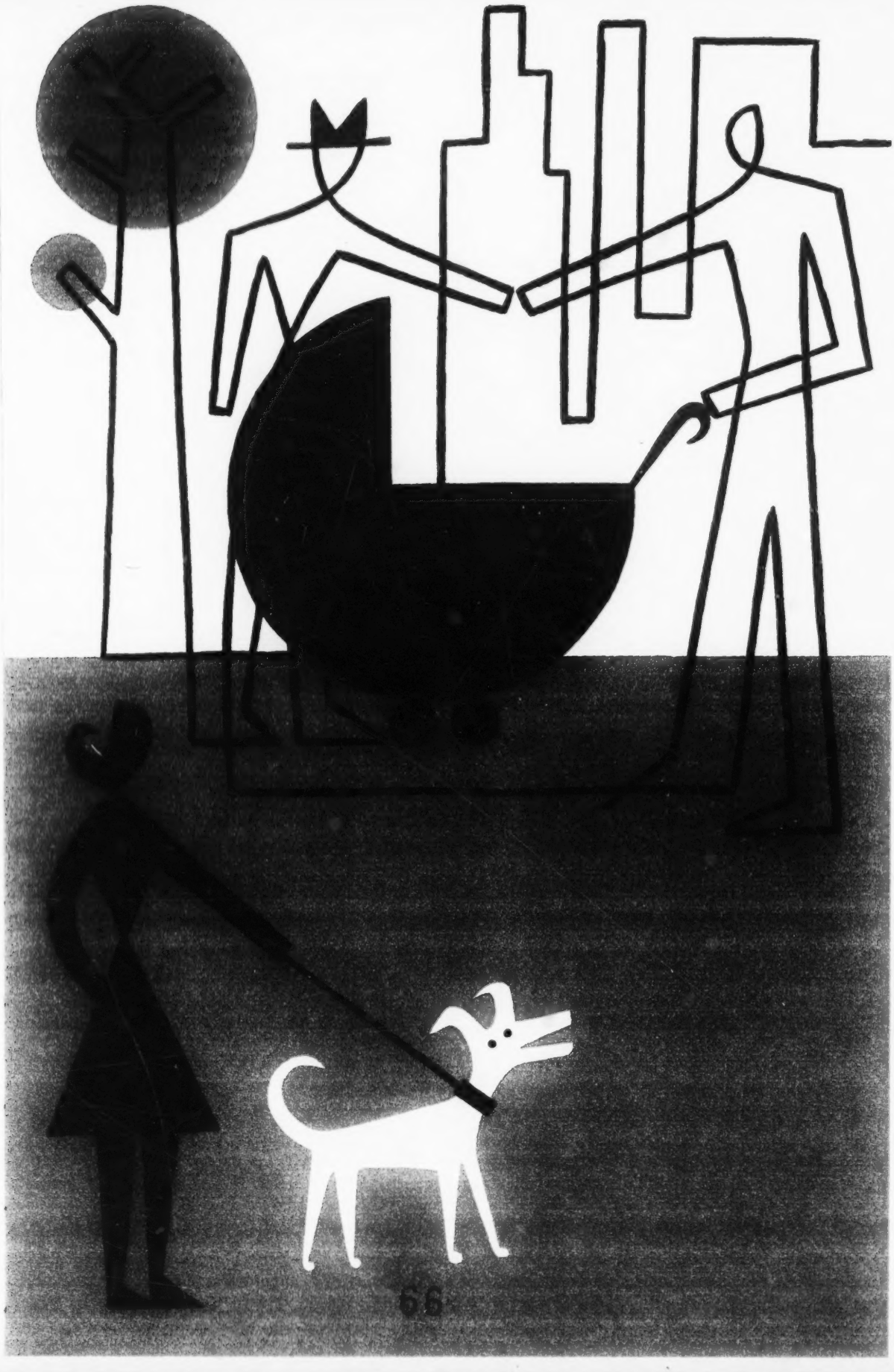
CELEBRATING ACHIEVEMENT

African Americans have played an important role throughout the history of American society. Turner Broadcasting created the **Trumpet Awards** in 1993 to herald the accomplishments of exceptional African Americans, as well as other men and women who have significantly enhanced our collective quality of life. Each year the awards ceremony airs on WTBS, educating and inspiring millions of viewers about the great achievements to which everyone may aspire. The late U.S. Justice Thurgood Marshall, Lena Horne, Quincy Jones, Maya Angelou, James Earl Jones and Rosa Parks have all been honored, to name a few.

DID YOU KNOW?



CNNRadio Noticias is the only U.S.-based Spanish-speaking radio news network with a White House pressroom correspondent. CNNRadio Noticias broadcasts reports on news, business, entertainment and sports to more than 30 million listeners in 13 Latin American countries and in many U.S. markets. The station also provides special live coverage of news events like the Pope's trip to Cuba.



Neighbor

There is a vital interdependence between business and the community. Neither can prosper without the other. We have long acknowledged that our company derives its business franchise from our customers, our stockholders, our employees and the public. To protect that franchise and earn the trust of the public, we believe the company must be a "neighbor of choice" by investing a share of its material and human resources in the community. This investment goes beyond our charitable contributions. It encompasses the way we operate, how we act, what we stand for and how we live up to our commitments.

"We understand that the ultimate success of our company is tied to the future of the communities —local as well as global— in which we live, work and raise our families." Richard D. Parsons *President*

EMPLOYER OF CHOICE

In keeping with our legacy as "employer of choice," we were among the first major companies to address the work/life needs of employees and their families by:

- Granting extended leave—up to four months—for the care of a spouse, child or elderly relative
- Extending health-care benefits to same-sex partners of employees
- Offering flexible health-care options and health services such as mammograms, flu shots, and other vaccines
- Reimbursing up to $5,000 per calendar year to help defray the costs of the adoption process
- Building and managing at-work child-care facilities
- Establishing a tuition-reimbursement program for employees who pursue higher education
- Providing scholarships to help employees pay for their children's college education
- Setting up emergency child-care services as well as elder- and child-care resource referrals

Attracting and retaining the best employees is central to our success. Employees exhibit greater loyalty and job satisfaction at companies like Time Warner that enjoy—and work hard for—a reputation as a good employer. Offering employees progressive benefits is a factor in sustaining that reputation.

Child Care

In Burbank the state-of-the-art **Warner Bros. Children's Center** provides employees and their families with total child-care services for children ages three months to five years. Each month, the **Warner Bros. Fitness Center** offers two noon-hour parenting workshops designed to help employees gain an understanding of child development from infancy through toddlerhood.

> Time Warner Children's Center

Turner Broadcasting Systems' child-care center, called **Turner Second Generation,** provides full-time care for the infants, toddlers and school-age children of employees. The center stays open late and offers flexible arrangements to meet the needs of employees with flexible work schedules.

School vacations and holidays can be a difficult time for working parents. That's why the **Time Warner Children's Center,** an emergency backup facility serving more than 1,500 children, located in the Time & Life Building in New York City, created **Vacation Camps.** During school vacation weeks throughout the year, children of employees work on a variety of educational and fun projects hosted by different company divisions. When HBO supplied the expertise, participants made a movie. Warner Music Group worked with campers to create musical recordings and, in 1999, SPORTS ILLUSTRATED helped kids create their own magazine.

DID YOU KNOW?

Working Mother magazine named Turner Broadcasting one of the best places for women to work in America, and *Latina Style* singled out Time Warner as a great place for Hispanic men and women to build their careers.

Wellness

Each February, New York–based employees are invited to Time Warner's annual **Wellness Fair** at the Time & Life Building, a celebration of personal well-being featuring food, health evaluations and health-related materials. In fact, Time Warner offers at least two wellness-related events every month—from smoking-cessation programs and blood drives to screening for blood pressure, skin cancer, bone density and glaucoma.

On-site fitness centers at company locations, including HBO in New York City and Warner Bros. in Burbank, enable busy employees to fit in a quick, stress-relieving workout session or check out information on health-related topics ranging from stress management to low-fat cooking.

Employee Assistance

During times of difficulty, all New York staff members can use the **Employee Assistance Program** (EAP), a confidential counseling and referral service designed to assist employees, their families and significant others. For personal problems such as mental and emotional stress, family and marital problems, legal affairs and money matters, EAP's professional counselors are available 24 hours a day, seven days a week, without cost.

Passport to Culture

New York–based employees can spend a lunch hour with Georgia O'Keeffe, or treat the family to a day at one of the city's world-famous museums or cultural centers, thanks to Time Warner's **Passport to Culture.** Free and discounted admissions are only the most visible benefit of this program.

Special **employee-only nights** at Atlanta's Alliance Theatre reinforce the company's support of this vibrant cultural institution and enable Turner employees to enjoy a night of world-class theatrical entertainment.

"Our articles give teens the facts about what's happening in the real world."

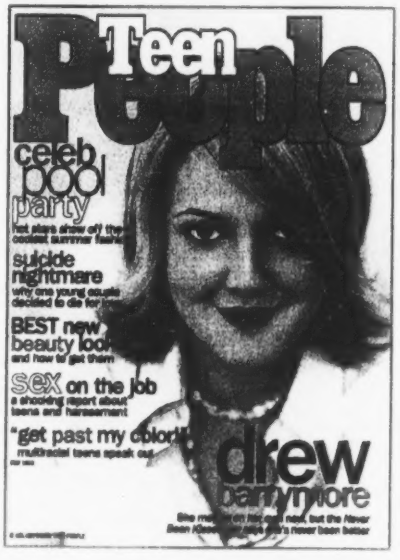
Christina Ferrari
Managing Editor, TEEN PEOPLE

SUPPLIER OF CHOICE
Leveraging Our Product Reputation

When TEEN PEOPLE premiered in January 1998, readers between the ages of 13 and 21 were invited to submit essays on how they'd like to get involved with the magazine's editorial content. Thousands applied, and in July 1998, the list was narrowed down to a group of 35 young journalists known as the **TEEN PEOPLE Newsteam.**

The TEEN PEOPLE Newsteam is made up of journalists from across the country who scout for news on what's happening in their schools and communities. Correspondents work with TEEN PEOPLE's editors and have the opportunity to have their reports published in the monthly magazine or on TEEN PEOPLE's website (AOL keyword: Teen People).

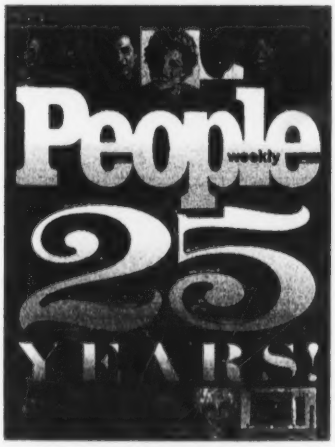
TEEN PEOPLE's Trendspotters is a group of more than 5,000 teenagers nationwide who test new products, participate in surveys and provide feedback on what's cool with young people in their area. Trendspotters work with TEEN PEOPLE's editors by sharing their opinions on upcoming story ideas and by providing information on hometown trends.



When the magazine unveiled its state-of-the-art office space it also opened its doors for the **TEEN PEOPLE: Behind the Scenes Tour.** The tour provides school groups with an educational look at every aspect of the making of a magazine—from showcasing careers and visiting displays featuring celebrity memorabilia, to creating interactive video postcards.

When the staff at **Cooking Light,** America's most popular cooking magazine, decided to tackle a Birmingham, Ala., school's lunch program for a feature article about teenagers and nutrition, everybody learned something. After months of planning, the week-long series of events saw the kids, their parents, community volunteers and the Cooking Light staff participating in activities ranging from tae kwon do to funk aerobics. What had started as an experiment—creating healthy, low-fat menus appealing to kids—became the Center Street Middle School Challenge. Nearly 500 students played in a Nutrition Olympics, for which local high school football players served as team captains. NFL running back Herschel Walker made a special appearance to hand out the Olympic awards.

To benefit the National Trust for Historic Preservation, **Warner Bros. Records** released a CD titled *Sing, America: A Celebration of America and Its Music,* featuring music by legends such as Frank Sinatra and Ella Fitzgerald. Proceeds from the CD, a celebration of America's musical heritage, are donated to the National Trust for Historic Preservation, which works to save historic buildings and the neighborhoods and landscapes they anchor. > www.nationaltrust.org



People magazine celebrated its 25th anniversary in 1999 by raising money for the causes that matter most to its readers: their children, their health and the planet. The primary beneficiaries of the campaign are Communities in Schools, which helps students stay in school; the National Women's Cancer Research Alliance; and the Wilderness Society. This is in addition to the magazine's long-standing support of many other charities, including the Special Olympics, the AIDS group Until There's a Cure, the Pediatric AIDS Foundation, and Gilda's Club, a support network for cancer patients and their families.

Time Warner gives across-the-board support to the U.S. Committee for UNICEF, the United Nations Children's Fund. Trick-or-Treat for UNICEF, started in 1950, is now fully integrated into community outreach activities companywide. Beginning in 1998, **TNT** became the official network for the program—producing, airing and distributing public service announcements to cable outlets; developing a curriculum in conjunction with **Turner Learning** for middle and high schools nationwide; and producing a feature for **CNN Newsroom. Time For Kids** developed the curriculum for kindergarten through sixth-grade students and distributed it to 550,000 educators across the country. **Warner Bros. Studio Stores** distributed 250,000 of the highly recognizable orange coin-collection boxes at their 150 store locations and hosted Halloween fund-raising parties in 11 stores.

United States Committee for unicef United Nations Children's Fund

All promotional activities for the **Warner Bros.** animated feature **Quest for Camelot** were designed to benefit UNICEF, including a Quest for Education with UNICEF contest, in which schools competed to raise funds and win computer equipment.

During the 1998 **Summer of Goodwill,** the Goodwill Games brought together the world's best athletes and entertainers to benefit children. Time Warner contributed $1 million to UNICEF on behalf of the games and designated UNICEF and the Boys & Girls Clubs of America beneficiaries of the visibility, funds and activities designed to benefit children's causes, including the Youth Leadership Forum, which gathered 36 young leaders from around the world to discuss issues affecting them.

TNT aired the television special *Gift of Song,* a concert that celebrated UNICEF's 50th anniversary and raised funds for UNICEF programs in 150 countries. > www.unicef.org

DC Comics joined forces with UNICEF to teach children to recognize and avoid land mines. Special comic books featuring Superman were created first for Bosnian children; now the same message is being taught to children in Nicaragua, Honduras and Costa Rica. A 32-page Spanish-language Superman comic book, designed by a U.S. Army unit and distributed free to 500,000 children, explains how to recognize land mines and what to do if one is found. DC Comics is expanding this effort with a comic book for children in Africa.

Donating Supplies

Through the Los Angeles Food Bank, the **Warner Bros.** cafeteria and commissary provided 48,000 lbs. of food to needy organizations in 1998 alone. Meanwhile, Warner Bros. Studio Facilities has discovered a variety of ways to enrich schools and communities. Leftover supplies such as paint are donated to schools and antigraffiti groups, such as the Latina Teen Project and the Sun Valley Graffiti Busters. More than 150 gently used computers have been donated to Southern California youth, community and rehabilitation centers, shelters and schools. The Second Time Around, a Community Re-Use Partnership program,

was started by the studio to donate excess and out-of-date office supplies, equipment and furniture to Southern California nonprofit organizations and schools.

Donating PSAs

The Time Warner family of brands is among the most recognized and trusted in the world. Through our publishing, cable network, entertainment and cable system divisions, Time Warner donates more than $50 million worth of **public service advertising,** helping to raise public awareness on local and global issues.

DID YOU KNOW?

As a founding company of the Welfare-to-Work Partnership, Time Warner has aired public service announcements and brought tremendous visibility to the program, helping more than 400,000 former welfare recipients across the nation join the work force, some for the very first time. Spearheading the company's hiring efforts, Time Warner Cable of New York City hired customer service representatives with retention rates that top 87%.

– www.welfaretowork.org

NEIGHBOR OF CHOICE

Community Building

Through monetary contributions, operating and investment decisions, Time Warner plays an important role in community building through school reform and economic and neighborhood revitalization activities.

The New York City Partnership is the city's leading business and civic organization, supporting initiatives to improve the economic climate through job creation, education reform, transportation, housing, leadership training and neighborhood development.

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In 1998, Time Warner awarded a four-year, $500,000 grant to the **Breakthrough Districts Initiative**—a joint project of the New York City Partnership and the Board of Education. Based on the premise that accountable leadership is at the heart of improving student performance, the Breakthrough Districts Initiative turns on a simple economic principle: compensation should be clearly linked to performance.

The Breakthrough Districts program provides financial rewards to public school superintendents, principals and teachers based on whether schools meet set performance-improvement targets.

Through the program, principals and teachers will have access to quality professional development opportunities. Principals participate in the Partnership's Partners for Leadership program, which provides them with the opportunity to strengthen their management and entrepreneurial skills. In support of their professional growth, teachers receive financial rewards for becoming certified by the National Board for Professional Teaching Standards.

"The private sector must coalesce behind our city's number-one challenge: improving the public education system."

Richard D. Parsons
Chairman of the New York City Partnership and President, Time Warner

Time Warner's funding of the **Police Athletic League's** Educational Resource Center in Harlem provides a state-of-the art interactive learning facility offering computer training, environmental studies and classes in astronomy, public speaking and journalism. Time Warner is among PAL's largest nongovernment funders.

Time Warner is New York City's seventh-largest employer. As America moves into the 21st century, the company will be moving too. **Columbus Center** will be home to Time Warner's new world headquarters; the new center will incorporate an interactive tour and exhibit facility. Construction and design practices for the company's new office building will conform to high performance standards for an environmentally sound facility through the use of post-recycled and recyclable construction materials and efficient energy consumption.

Our partnership with the **Upper Manhattan Empowerment Zone Development Corporation** continues to thrive. The zone's mission is to ignite business development and create jobs for residents in Harlem and Upper Manhattan. In addition to the leadership provided by Time Warner president Richard Parsons, who is chairman of the zone's board of directors, we fund the **Virtual Y** after-school program at nine Harlem elementary schools, and are also collaborating with the zone to help restore and revitalize the historic **Apollo Theatre.**

The **New York City Investment Fund** seeks to generate economic activity that creates new jobs, supports growth sectors of the city's economy, and promotes revitalization of economically distressed neighborhoods. Time Warner provided $1 million in initial funding, and company executives lend expertise to the fund's staff, consult on new deals, provide legal advice, and access company resources on an as-needed basis to frame the fund's investment strategies.

> Children's Clinic at Stuart House

In 1988, Warner Bros. established the **Warner Bros. Children's Clinic at Stuart House,** a model facility designed to meet the unique medical, legal and psychological needs of children who have been sexually abused. Stuart House has received international recognition and a presidential award for its contribution to the treatment of child-abuse victims. It is the most comprehensive program of its kind in the country.

Public Safety

In Burbank and West Hollywood, Warner Bros. Studio Facilities' Office of Emergency Services trains residents to assist firefighters, police and paramedics in times of major emergencies or disasters. In fact, FEMA (the Federal Emergency Management Agency) cited Warner Bros. as a case study in its *Protecting Business Operations: the Second Report on the Costs and Benefits of Natural Hazard Mitigation* because of its effective measures to help build disaster-resistant communities.

Disaster Relief

Turner Broadcasting's disaster-relief program provides emergency provisions for those who fall victim to natural disasters. In 1998, employees donated money, food, clothing and other supplies to aid storm victims in **Georgia, Florida** and **Central America.**

> Disaster Relief

Time Warner Cable systems throughout the **hurricane belt** collect and donate funds for disaster relief and work with local fire, police and hospital emergency teams during times of natural crisis:

When a major hurricane hit **Wilmington, N.C.,** for the third time in two years, the Wilmington Cable Division was prepared with a 29-step disaster and recovery plan covering individual and team responsibilities. They produced a

> **"Warner Bros. is one of the reasons that Burbank maintains its reputation as a place to do business, especially for the entertainment industry. Because you continue to care for the surrounding community, Burbank residents are afforded a quality of life that is the envy of other areas. Warner Bros. has consistently led the way in preparing the studio and the community surrounding it for natural disasters."**
>
> James V. Davis, Fire Chief, Burbank Staff

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30-minute video describing pre- and post-storm activities with information from emergency-management officials and the Weather Channel and brought in extra technicians to assist in cleanup and repairs.

Following a tornado and heavy rain that affected towns and villages in **Troy, N.Y.,** the maintenance and service departments of Time Warner Cable's Albany division worked with local utilities to restore power. Road Runner, the high-speed Internet service, connected the Disaster Command Post to the Federal Emergency Management Authority for weather updates and data communications.

Time Warner matched, dollar for dollar, all employee contributions to three **Kosovo** refugee-relief agencies:

- Doctors Without Borders > www.dwb.org
- International Rescue Committee > www.intrescom.org
- U.S. Association for the United Nations High Commissioner for Refugees > www.usaforunhcr.org

A public service advertising campaign to focus attention on these agencies and their work is also part of this commitment.

Earth Matters

CNN's popular **Earth Matters** program is the only worldwide environmental newsmagazine, reaching a global audience of more than 220 million households in 210 countries. The award-winning program investigates our complex relationship with the planet and with each other, examining current environmental issues and their potential solutions.

DID YOU KNOW?

Barbara Pyle, Turner's vice president of environmental policy, was awarded the prestigious **Sasakawa Environment Prize,** given annually by the United Nations to an individual who demonstrates global leadership in environmental issues.

Established in 1991, Turner Broadcasting System's **Captain Planet Foundation** promotes environmental activities for students in grades K-12. Since its inception, the Captain Planet Foundation has awarded more than 200 grants to schools and youth groups in 46 states throughout the U.S. Through hands-on projects such as sand-dune restoration in the Florida Keys, wetlands restoration in New York, coral-reef restoration in Hawaii, and butterfly-garden construction in the Midwest, kids learn firsthand about their environment, and are given the means to act on their knowledge. > www.turner.com/cpf

> The Sunset gardens at Menlo Park

Sunset Publishing's gardens serve as a way to educate students about Western history, horticulture and plant preservation. The Menlo Park, Calif., gardens, dating from 1956, were designed to mirror the plant life of Western coastal regions. More than 3,000 students each year are invited to take the **Sunset Educational Tour** to learn about native plants and vegetation. In 1998, Sunset Publishing created new demonstration gardens featuring native plants in Los Angeles County. Sunset donated both the materials and the labor to build this restful oasis.

Heroes for the Planet, Time Inc. publications' ambitious environmental initiative, is a multimedia project that profiles the world's leading environmental groups through TIME, TIME FOR KIDS, online sites and CNN's *Earth Matters*.

Public Health

Time Inc. publications continue to focus attention on the new challenges faced by people living with AIDS/HIV, while working with celebrities to raise money. For example, INSTYLE magazine underwrites the **Elton John AIDS Foundation** Oscar party, a star-studded event that has raised more than $600,000 for AIDS care and research. ENTERTAINMENT WEEKLY sponsors a unique series of fund-raising

events for LIFEBeat, the music-industry organization to fight AIDS. PEOPLE magazine created the **Princess Diana Fund,** raising $100,000 in its first year.

"Your Health," a half-hour CNN program featuring the latest news about medicine, fitness and lifestyle behavior, teaches viewers how to stay healthy and how to get information about the latest developments in medicine and health.

Time Warner is a major contributor to these charities:

American Cancer Society > www.cancer.org
American Foundation for AIDS Research (AmFAR) > www.amfar.org
Buoniconti Fund > www.miamiproject.miami.edu/miami-project/tbftcp/tbftcp.html
Cable Positive > www.cablepositive.org
Cancer Research Foundation of America > www.preventcancer.org
Cancer Research Institute > www.cancerresearch.org
CaP Cure > www.capcure.org
Cystic Fibrosis Foundation > www.cff.org
Family AIDS Network > www.familyaidsnet.org
Gay Men's Health Crisis > www.gmhc.org
G-CAPP (Georgia Campaign for Adolescent Pregnancy Prevention) > www.gcapp.org
Juvenile Diabetes Foundation > www.jdfcure.com
Marc Lustgarten Pancreatic Cancer Foundation > 212-631-5195
March of Dimes Birth Defects Foundation > www.modimes.org
Motion Picture and Television Fund > www.mptvfund.org
Muscular Dystrophy Association > www.mdausa.org
MusiCares > www.grammy.org/musicares
National Multiple Sclerosis Society > www.mnss.org
Neil Bogart Memorial Fund > www.tjmartellfoundation.org/tjmartell/bogart_labs.html
Nordoff-Robbins Music Therapy Foundation > www.cnitelecom.com/html/nordoff_robbins.html
SHARE (Self-Help for Women with Breast or Ovarian Cancer) > www.sharecancersupport.org
Susan G. Komen Breast Cancer Foundation > www.komen.org
T.J. Martell Foundation > www.tjmartellfoundation.org
UCLA Center for Health Sciences > www.ucla.edu/home/health.html
United Cerebral Palsy > www.ucpa.org

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Our vision: to inform and entertain the world

We strive to be the world's most respected and successful media company—the leader in each of our businesses. Our success lies in bringing together exceptionally talented people, including the finest journalists and artists, and empowering them to think and act creatively.

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Turner Entertainment Networks > www.turner.com
Warner Bros. > www.wb.com
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Education

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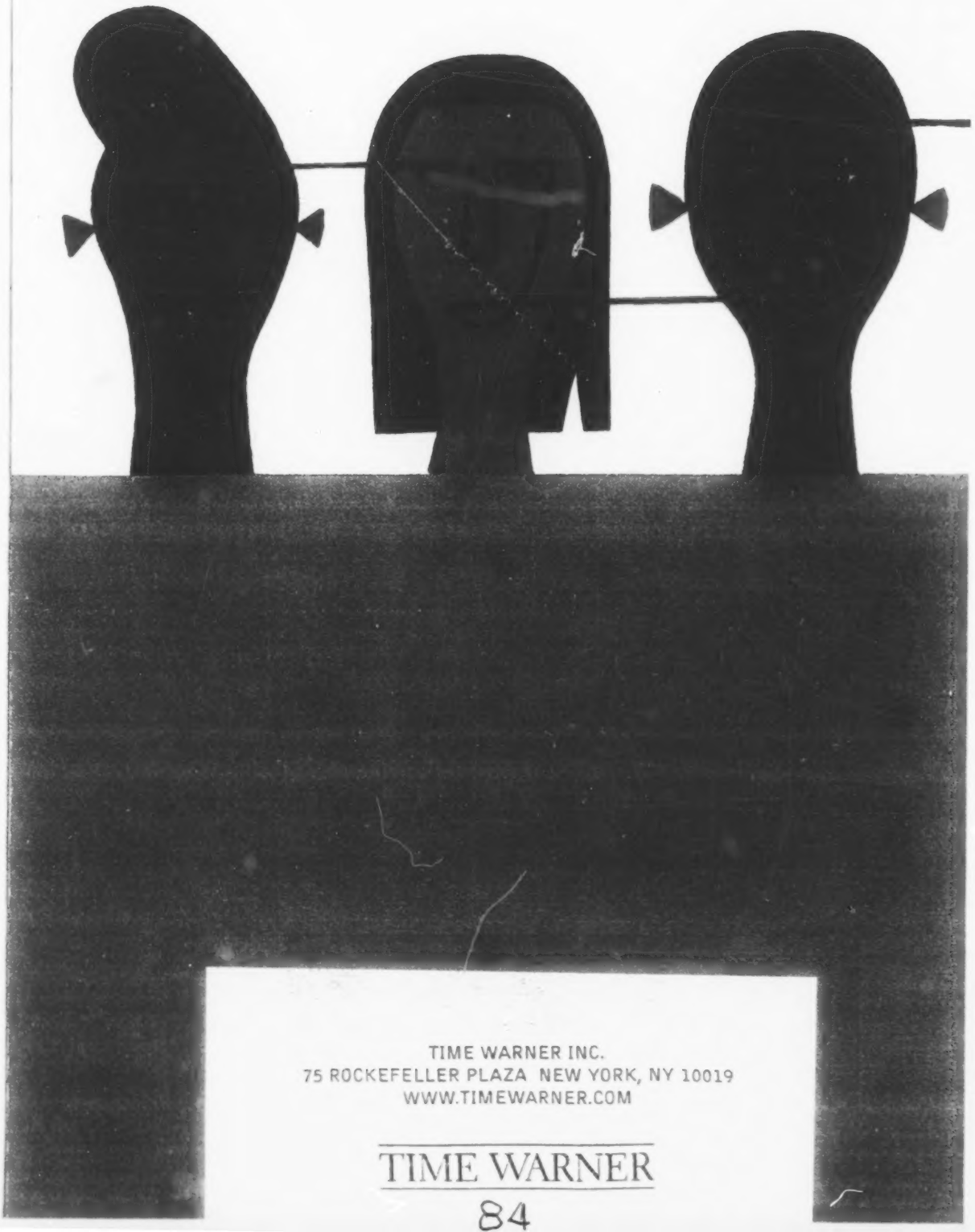

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